Liverpool John Moores University

Title: EMPLOYEE RESOURCING
Status: Definitive
Code: 5502PD (107476)
Version Start Date: 01-08-2011

Owning School/Faculty: Liverpool Business School
Teaching School/Faculty: Isle of Man International Business School

<table>
<thead>
<tr>
<th>Team</th>
<th>Leader</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alex Watt</td>
<td>Y</td>
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Academic Level: FHEQ5
Credit Value: 12.00
Total Delivered Hours: 28.00

Total Learning Hours: 120
Private Study: 92

Delivery Options
Course typically offered: Runs Twice - S1 & S2

<table>
<thead>
<tr>
<th>Component</th>
<th>Contact Hours</th>
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<tbody>
<tr>
<td>Lecture</td>
<td>13.000</td>
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<tr>
<td>Tutorial</td>
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Grading Basis: 40 %

Assessment Details

<table>
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<tr>
<th>Category</th>
<th>Short Description</th>
<th>Description</th>
<th>Weighting (%)</th>
<th>Exam Duration</th>
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<tbody>
<tr>
<td>Essay</td>
<td>AS1</td>
<td>Individual coursework</td>
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<td></td>
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<tr>
<td>Exam</td>
<td>AS2</td>
<td>Examination</td>
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Aims

To review models of HRM and identify the contribution of employee resourcing policies to organisational objectives.
To utilise knowledge to review key issues in employee resourcing with particular regard to selection tools including psychometric testing and assessment centres.
To explain the role of performance management and reward in an employee resourcing context.
Learning Outcomes

After completing the module the student should be able to:

1. Recognise the role of employee resourcing policy in achieving organisational objectives.
2. Choose selection tools relevant to differing organisational conditions.
3. Give examples of performance management techniques.
4. Illustrate the processes involved in managing payment and reward in organizations.
5. Identify methods of managing poor performance.

Learning Outcomes of Assessments

The assessment item list is assessed via the learning outcomes listed:

- **ESSAY**: 1 2 3
- **EXAM**: 1 2 3 4 5

Outline Syllabus

*Introduction to employee resourcing*
*Contribution of employee resourcing policy*
*Measurement of employee resourcing initiatives*
*Tools for selection*
*Psychometric testing*
*Assessment centres*
*Performance Management*
*Appraisal*
*Job evaluation and payment systems*
*Reward policies*
*Internationalising resourcing policies*

Learning Activities

Theoretical concepts and ideas are presented in lecture format. The seminars are used to explore these concepts in terms of practical delivery and to develop skills in the areas concerned. The seminars may combine theoretical delivery with a series of practical experience based tasks.

References

<table>
<thead>
<tr>
<th>Course Material</th>
<th>Book</th>
</tr>
</thead>
<tbody>
<tr>
<td>Author</td>
<td>Pilbeam, S and Corbridge, M</td>
</tr>
<tr>
<td>Publishing Year</td>
<td>2006</td>
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</table>
## Notes

The module will focus on issues in employee resourcing focusing on recognition of the contribution of key policies in selection, performance and reward. Lectures will present ideas and theory in the topic areas while workshops will use case study examples and a range of discussion based and practical tasks to examine the topic in more detail.
Human Resource Management is the process of recruiting, selecting, inducting employees, providing orientation, imparting training and development, appraising the performance of employees, deciding compensation and providing benefits, motivating employees, maintaining proper relations with employees and their trade unions, ensuring employees safety, welfare and healthy measures in compliance with labour laws of the land. - Definitions - Functions - Objectives - Importance - Evolution of HRM from Personnel management. Human Resource Management. Best practices are a set of Human Resources Management processes and actions that work universally. In HRM research, there are two schools of thought on how to manage people. The first one is best fit, the second is best practices. The best fit school states that in order to add value, human resource policies should align with business strategy. This means that HR should focus on both the needs of the organization and the ones of its employees. The best practice school argues that there is a set of universal HR processes that lead to superior business performance. 3 Competencies in People Resourcing. 61. 4 Human Resource Planning, Talent Planning and Worker Flexibility. In the third edition we stretched the title of the book to People Resourcing: Contemporary HRM in Practice, to reflect the applied nature of our approach and contemporary developments in HRM. For the fourth edition, the HR lexicon has changed again and the terms Talent Management and Talent Planning are now common parlance. Personnel Management Plus for HRM in Practice 9.3, 11.3 and 12.3. The Department of Trade and Industry for Tables 12.2 and 12.6 from Workplace Industrial Relations in Transition. Every effort has been made to trace all the copyright holders but if any have been inadvertently overlooked the publishers will be pleased to make the necessary arrangements at the first opportunity. 1. The human resource management phenomenon 3 2. Strategic human resource management 37 Page 2 This page intentionally left blank. Page 3 chapter one The human resource management phenomenon John Bratton Successful corporate leaders recognize that their competitive edge in today's market place is their people.