

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

Team	Leader
Alex Watt	Y

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

Component	Contact Hours
Lecture	13.000
Tutorial	13.000

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Essay	AS1	Individual coursework	50.0	
Exam	AS2	Examination	50.0	2.00

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

Course Material	Book
Author	Pilbeam, S and Corbridge, M
Publishing Year	2006

Title	People Resourcing: HRM in Practice
Subtitle	
Edition	
Publisher	3rd edition, Prentice Hall, London
ISBN	

Course Material	Book
Author	Taylor, S
Publishing Year	2008
Title	People Resourcing
Subtitle	
Edition	
Publisher	4th Edition, CIPD London
ISBN	

Course Material	Book
Author	Foot, M and Hook, C
Publishing Year	2008
Title	Introducing HRM
Subtitle	
Edition	
Publisher	5th Edition, Longman Modular Texts, Prentice Hall
ISBN	

Course Material	Book
Author	Torrington, D, Hall, L and Taylor, S
Publishing Year	2005
Title	Human Resource Management
Subtitle	
Edition	
Publisher	6th edition, London, Prentice Hall
ISBN	

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 (HRM or HR) is the strategic approach to the effective management of people in a company or organization such that they help their business gain a competitive advantage. It is designed to maximize employee performance in service of an employer's strategic objectives. Human resource management is primarily concerned with the management of people within organizations, focusing on policies and systems. HR departments are responsible for overseeing employee-benefits design. Traditional Human Resource Management (HRM) focusing on maintaining the status quo is no longer in the spotlight. Sustainable HRM has become the new approach, emphasizing the need to attend to organizational results directed toward more. Traditional Human Resource Management (HRM) focusing on maintaining the status quo is no longer in the spotlight. Sustainable HRM has become the new approach, emphasizing the need to attend to organizational results directed toward reaching different goals and integrating the needs of diverse stakeholders. In this article: 1. Human Resource best practices 2. Seven HR Best Practices 2.1 Providing security to employees 2.2 Selective hiring: Hiring the right people 2.3 Self-managed and effective teams 2.4 Fair and performance-based compensation 2.5 Training in relevant skills 2.6 Creating a flat and egalitarian organization 2.7 Making information easily accessible to those who need it 3. Synergies between HR best practices: Bundles 4. Human Resource Management best practices: a reality check 5. Conclusion. Human Resource best practices. The first question is: what are HR best practices? 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. Keywords: human resource management practices, organizational innovation, sustainable organizational performance. Introduction. human resource practices to support their business performance, including in the areas of employee staffing, performance management, staff development, and compensation and benefits.3 Analysis of these highlighted HRM practices has provided many insights for the field of strategic management, and led to developments in the economics of organizations, firm competitiveness, and the working dynamics of employees. HRM practices and policies serve to manage and employ people by incorporating individual Contemporary Organizations embrace a variety of HRM or Human Resource Management Practices. These include mandatory leaves, weekends off, variable pay, company provided transport, fun and entertainment activities, handsome bonuses as well as subsidized food and other aspects. Western Transnational corporations first introduced these practices in response to the emerging needs of people enabling and people management. SHRM and HRM Best Practices. This was necessitated because people are the main assets in these firms when compared to manufacturing firms where plants and lands were the main assets.