**MOD 5: HUMAN RESOURCE STRATEGIES**

**Develop a practical understanding of relevant theory and practice in HRM. Apply this knowledge to a variety of complex situations, recognising the integrated nature of managerial decisions and the challenges of effectively implementing HR practices within a wide variety of organisations. (**[**OPM220**](https://www.london.ac.uk/courses/human-resource-strategies)**)**

1. **Topics Covered**
2. Introduction
3. HR and the organisation
4. Employment lifecycle from entry to exit
5. Recruitment and Selection
6. The employment relationship
7. Performance and reward
8. HRS contemporary trends and challenges
9. **Learning Outcomes**
* Identify, describe, and apply a range of relevant approaches to deal with key strategic HRM issues.
* Explain the need to undertake, and the benefits and challenges of, effective human resource planning.
* Compare and contrast strategic approaches to recruitment, selection, development, rewards, and employee exit (including consideration of a range of demographic, social, technological and regulatory trends).
* Identify effective approaches to developing employee engagement and to ensuring positive employer/employee relations (including consideration of a range of demographic, social, technological, and regulatory trends).
* Analyse HRM practices within their own/case organisations make suggestions for improvement.
* Review the respective roles of (and dynamics between) HR practitioners and other key stakeholders (both within and without the organisation) in the delivery of HR practices throughout the employment lifecycle.
1. **Assessment**

One two-hour unseen written examination.

1. **Essential Reading**

BOXALL, P., PURCELL, J. and WRIGHT, P. (2008). *The Oxford Handbook of Human Resource Management*. Oxford: Oxford University Press.

TORRINGTON, D., HALL, L., TAYLOR, S., and ATKINSON, C. (2011). *Human Resource Management*. 11th edn. Harlow: Financial Times / Prentice Hall. (Republished 2020).