

**Overview**

Programme Code	36625
Programme Title	People Management and Practice
Awarding Institution	Liverpool John Moores University
Programme Type	CPD

**Awards**

Award Type	Award Description	Award Learning Outcomes
Target Award	Certificate of Professional Development - CP	N/A

Alternate Award Names	
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**External Benchmarks**

Subject Benchmark Statement	
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## Accreditation

### Programme Accredited by

PSRB Name	Type of Accreditation	Valid From Date	Valid To Date	Additional notes
Chartered Institute of Personnel and Development (CIPD)	Accredited by the Chartered Institute of Personnel and Development (CIPD).			

### Programme Offering(s)

Mode of Study, Mode of Delivery	Intake Month	Teaching Institution	Programme Length Programme Length Unit
Part-Time, Face to Face	September	LJMU Taught	10 Months

## Aims and Outcomes

Educational Aims of the Programme	<p>Key aims 1. Provide an understanding of the core professional elements of HR including related knowledge and behaviours. 2. Enhance the understanding of contemporary people practices to support better working lives ranging from creating a conducive inclusive working environment, developing talent, and understand the factors that influence reward and its impact. It also examines role of supporting line managers to carry out people practices. 3. Enhance the understanding of the key areas of employment legislation and its legal framework, focusing on how people professionals are obliged to take account of legal requirements in different jurisdictions when carrying out the varied aspects of their role. 4. The programme aims to equip students with the knowledge and progress skills attainment to align and map to the core knowledge and core behaviour membership standards of the CIPD Profession Map at Associate Level. The professional qualification is based on the new CIPD Profession Map which has been developed in collaboration with a wide range of experts working at the heart of the profession. It sets the international benchmark for the people profession and provides a strong foundation to give people professionals the confidence and capabilities to guide their decision-making, actions and behaviours. 5. The curriculum is designed to comply with the QAA General Business and Management Subject Benchmark, published as part of the national academic infrastructure designed to incorporate the 100% mapping requirements against the core knowledge and core behaviour membership standards of the CIPD Profession Map at Associate Level. 6. The programme aims to produce practitioners who have an understanding of core concepts such as HRM approaches, dimensions of HR strategy and policy, developed, evidenced and mapped against CIPD requirements. Students will also acquire the intellectual skills to enhance personal development and inculcate a positive attitude to lifelong learning and development.</p>
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### Learning Outcomes

Code	Number	Description
PLO1	1	Demonstrate an understanding of business acumen, organisational structures, and the influence of people behaviours and practices.
PLO2	2	Apply critical thinking and appreciate the impact of ethical decision-making strategies and use of data to solve people practice issues.
PLO3	3	Develop inclusive and collaborative professional behaviours aligned to the CIPD Profession Map.
PLO4	4	Identify stakeholders and analyse the impact of own professional behaviour and people practices on them.

PLO5	5	Examine evolving contemporary influences including the role of technology to achieve effective people practices.
PLO6	6	Evaluate how internal and external business factors impact organisations and people practice.
PLO7	7	Analyse the role of supporting line managers to carry out people practices.

## Course Structure

Programme Structure Description

### Structure - 20 credit points

Level 5 Core - 20 credit points	CORE
[MODULE] 5111LBSCPD People Practice and Professional Behaviours Approved 2022.01 - 20 credit points	
[MODULE] 5222LBSCPD Effective People Management at Work Approved 2022.01 - 20 credit points	

### Approved variance from Academic Framework Regulations

Variance

Students on CIPD accredited programmes must pass all required module assessments in order to pass each module.

## Teaching, Learning and Assessment

Teaching, Learning and Assessment	The acquisition of core knowledge is achieved through workshops incorporating practical demonstrations, case studies and group discussions. They are designed to introduce core theories and concepts, and apply them to 'real-world' business issues. The ability for students to consolidate their learning has been considered and developed within modules. Students will also develop their learning through formative activities and directed reading. In recognition that student cohorts are typically not experienced in Higher Education, support for academic skills are integrated in the modules. In formulating the assessment strategy, the programme team aims to achieve an appropriate match between teaching and learning methods and assessment tasks in order to ensure that the programme offers variety in its assessment. The provision of formative assessment and feedback has also been considered within modules in order to provide students with the best opportunity to develop their knowledge and understanding of key subjects. Assessment methods for the programme include a combination of formative and summative practical exercises and activities, portfolios, presentations, research case-study, posters, reflection, tests, essays, and reports.
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## Opportunities for work related learning

Opportunities for work related learning
Learning and practicing key skills in management and HRM. Particular reference is made to the CIPD New HR Profession Map and this translates to the work place and individual professional development.

## Entry Requirements

Type	Description
Alternative qualifications considered	Successful applicants will normally have completed a level 3 qualification in HR or business-related area and/or can demonstrate equivalent level of HR related work experience. Alternative qualifications may be considered where applicants are currently working in a HR or HR-related role.

## Programme Contacts

### Programme Leader

Contact Name
Joshi Jariwala

### Link Tutor

Contact Name
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