

## H7PMD: People Management and Development

Module Code:	H7PMD
Long Title	People Management and Development <b>APPROVED</b>
Title	People Management and Development
Module Level:	LEVEL 7
EQF Level:	6
EHEA Level:	First Cycle
Credits:	5
Module Coordinator:	DAVE CORMACK
Module Author:	DAVE CORMACK
Departments:	School of Business
Specifications of the qualifications and experience required of staff	
<b>Learning Outcomes</b>	
<i>On successful completion of this module the learner will be able to:</i>	
<b>#</b>	<b>Learning Outcome Description</b>
LO1	Demonstrate positive management behaviours and practices to lead, direct and motivate people to maximise performance
LO2	Discuss the implications of employment law in the workplace, explain health and safety legislation and apply it to providing a safe system of work.
LO3	Identify the stages in the recruitment & selection process and advise on appropriate selection methods and techniques.
LO4	Explain the links between induction turnover and retention and why they are strategic significance to the overall success of the organisation.
LO5	Apply techniques to evaluate and reward performance.
<b>Dependencies</b>	
<b>Module Recommendations</b>	
No recommendations listed	
<b>Co-requisite Modules</b>	
No Co-requisite modules listed	
<b>Entry requirements</b>	

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Module Content & Assessment			
Indicative Content			
<b>Recruitment</b> - The recruitment and selection process - Defining a vacancy - Recruitment advertising - Alternative recruitment methods - Selection			
<b>Absenteeism &amp; Attendance</b> National context – employee absenteeism Impact of absence on the organization - Measuring absence - Costing absence - The causes of absence - Approaches to absence management - Absenteeism Policy - Formulation Legal context			
<b>Managing Performance</b> Performance Management Systems - Performance Management and Feedback - How to Evaluate and Measures of Evaluation			
<b>People Development</b> Benefits of Training and Development - Planning Training - Evaluation of Training and Development • Managing Development			
<b>Employment Law</b> Dispute resolution – Distinguishing between contracts of employment and contract for services – Contractual terms (Express and Implied) - Protective Legislation – Aspects of Data Protection Compliance – Termination of Employment - Collective aspects of the employment relationship.			
<b>Health and Safety</b> Legal Principles and Framework - In-Company Communication and Representation - Managing Issues in Assessment and Prevention - Understanding the Role and Implications of Regulatory Bodies and Procedures			
<b>Employment Ethics</b> -An employment ethics agenda -Shaping an ethical workplace - History of ethical employment management - The advent of HRM and its' role in ethics			
Assessment Breakdown			%
Coursework			100.00%
Assessments			
Full Time			
Coursework			
<b>Assessment Type:</b>	Case Study	<b>% of total:</b>	30
<b>Assessment Date:</b>	n/a	<b>Outcome addressed:</b>	2
<b>Non-Marked:</b>	No		
<b>Assessment Description:</b> Learners will be presented with two short case studies, one outlining a specific employment law and the other presenting a health and safety challenge. The requirement will be to provide an analysis of both situations and present a proposal as to how the organization should deal with the issues at hand			
<b>Assessment Type:</b>	Group Presentation	<b>% of total:</b>	70
<b>Assessment Date:</b>	n/a	<b>Outcome addressed:</b>	1,3,4,5
<b>Non-Marked:</b>	No		
<b>Assessment Description:</b> Learners will be required to work in groups to develop an analysis of the staffing situation at a retail organization and develop a working roster, recruitment campaign and selection and development plan. Groups will document their findings in a report format and also present their findings to the class.			
No End of Module Assessment			
No Workplace Assessment			

## H7PMD: People Management and Development

Module Workload
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Module Target Workload Hours 0 Hours
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## Module Resources

### Recommended Book Resources

Mary Faulkner. (2013), *Essentials of Irish Labour Law*, 2nd. Gill & Macmillan, [ISBN: 9780717152629].

Beardwell, I. & Holden, L. *Human Resource Management: A Contemporary Perspective*, 3rd. Pitman, London.

Armstrong & Baron. (2008), *Managing performance: performance management in action*, CIPD.

*This module does not have any article/paper resources*

*This module does not have any other resources*

Discussion Note: