

## H7HTPP: HR Professional Practice

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| Module Code:  | H7HTPP   |
| Long Title  | HR Professional Practice <b>APPROVED</b>   |
| Title   | HR Professional Practice   |
| Module Level:   | LEVEL 7  |
| EQF Level:  | 6  |
| EHEA Level:   | First Cycle  |
| Credits:  | 5  |
| Module Coordinator:   | COLETTE DARCY  |
| Module Author:  | Isabela Da Silva   |
| 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   | Reflect on the ethical challenges facing International HR  |
| LO2   | Debate how HR can build diverse, inclusive organisations   |
| LO3   | Analyse your verbal communication style and consider how to influence others   |
| LO4   | Recognise what it means to be a people professional and devise a plan for your own continuing professional development |
| <b>Dependencies</b>   |  |
| <b>Module Recommendations</b>   |  |
| No recommendations listed   |  |
| <b>Co-requisite Modules</b>   |  |
| No Co-requisite modules listed  |  |
| <b>Entry requirements</b>   | As per programme requirements (outlined in 4.2.2 Minimum requirements for general learning)                            |

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| Module Content & Assessment  |                 |                           |         |
|--|-----------------|---------------------------|---------|
| Indicative Content   |                 |                           |         |
| <b>Ethics</b><br>Ethical concepts and theories Business case for ethical behaviour Ethical conflicts HR Ethical dilemmas Encouraging ethical behaviour in international organisations  |                 |                           |         |
| <b>Diversity &amp; Inclusion</b><br>Differences between equality and diversity Forms of diversity Business case for diverse, inclusive organisations Role of HR in building a diverse, inclusive organisational culture  |                 |                           |         |
| <b>Communications &amp; Influencing</b><br>Verbal communication skills Influencing skills Value of collaborative working relationships   |                 |                           |         |
| <b>Continuing Professional Development &amp; Development Plan</b><br>Continuing professional development CIPD Profession map Devising development plan for your own career   |                 |                           |         |
| Assessment Breakdown   |                 |                           | %       |
| Coursework   |                 |                           | 100.00% |
| Assessments  |                 |                           |         |
| Full Time  |                 |                           |         |
| Coursework   |                 |                           |         |
| <b>Assessment Type:</b>  | Written Project | <b>% of total:</b>        | 100     |
| <b>Assessment Date:</b>  | n/a             | <b>Outcome addressed:</b> | 1,2,3,4 |
| <b>Non-Marked:</b>   | No              |                           |         |
| <b>Assessment Description:</b><br>A written project covering all learning outcomes submitted on module completion. Learners will be expected to show evidence of outside reading and marks will be awarded for depth of reflection and comprehensiveness of plan for future development. The assignment brief will be issued to learners at the start of the module. |                 |                           |         |
| No End of Module Assessment  |                 |                           |         |
| No Workplace Assessment  |                 |                           |         |
| Reassessment Requirement   |                 |                           |         |
| <b>Coursework Only</b><br><i>This module is reassessed solely on the basis of re-submitted coursework. There is no repeat written examination.</i>   |                 |                           |         |
| <b>Reassessment Description</b><br>Repeat Assessment is re-submission of written project. One re-submission attempt allowed.   |                 |                           |         |

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| Module Workload                      |                              |       |              |                                 |
|--------------------------------------|------------------------------|-------|--------------|---------------------------------|
| Module Target Workload Hours 0 Hours |                              |       |              |                                 |
| Workload: Full Time                  |                              |       |              |                                 |
| Workload Type                        | Workload Description         | Hours | Frequency    | Average Weekly Learner Workload |
| Lecture                              | Classroom and demonstrations | 24    | Per Semester | 2.00                            |
| Directed Learning                    | Directed e-learning          | 4     | Per Semester | 0.33                            |
| Independent Learning                 | Independent learning         | 97    | Per Semester | 8.08                            |
| Total Weekly Contact Hours           |                              |       |              | 2.33                            |

| Module Resources   |  |
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| <i>Recommended Book Resources</i>  |  |
| <p>Taylor, S. and Perkins, G. 2021, Work and Employment in a Changing Business Environment. CIPD Kogan Page.</p> <p>Frost, S. and Kalman, D.. 2016,Inclusive talent management: how business can thrive in an age of diversity. London: Kogan Page..</p> <p>Friedman, A. L. 2012,Continuing professional development. Routledge, Abingdon, UK.</p> |  |
| <i>Supplementary Book Resources</i>  |  |
| <p>Moon, J. A.. 2015, Reflection in learning &amp; professional development: Theory &amp; practice. Kogan Page.</p> <p>Dowson, P. &amp; Robinson, S.. 2012, Business Ethics in Practice, 1st. CIPD, London.</p> <p>Horn, R.. 2009,The business skills handbook. London: CIPD Kogan Page..</p>  |  |
| <i>This module does not have any article/paper resources</i>   |  |
| <i>Other Resources</i>   |  |
| <p>[Website], <a href="https://peopleprofession.cipd.org/learning">https://peopleprofession.cipd.org/learning</a>.</p> <p>[Website], Human Resources Available.</p> <p>[Website], People Management Available.</p> <p>[Website], Personnel Today Available.</p> <p>[Website], <a href="http://www.cipd.co.uk">www.cipd.co.uk</a>.</p>              |  |
| Discussion Note:   |  |