

H7CRP: HRM in the Corporate Framework

Module Code:	H7CRP
Long Title	HRM in the Corporate Framework APPROVED
Title	HRM in the Corporate Framework
Module Level:	LEVEL 7
EQF Level:	6
EHEA Level:	First Cycle
Credits:	10
Module Coordinator:	BRONWYN MCFARLANE
Module Author:	CAITRIONA HUGHES
Departments:	School of Business
Specifications of the qualifications and experience required of staff	
Learning Outcomes	
<i>On successful completion of this module the learner will be able to:</i>	
#	Learning Outcome Description
LO1	Evaluate the International Business Context and role of Human Resources
LO2	Explain organisational strategy and its relationship to people strategy and the employee life-cycle
LO3	Review the impact of HR on organisational culture and performance
LO4	Analyse the role of HR in managing change
LO5	Identify the role of technology in HR
LO6	Examine the use of Human Capital metrics in organisations
Dependencies	
Module Recommendations	
No recommendations listed	
Co-requisite Modules	
No Co-requisite modules listed	
Entry requirements	As per programme requirements (outlined in 4.2.2 Minimum requirements for general learning)

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Module Content & Assessment			
Indicative Content			
Business Context of HR External analysis of the international business context using tools such as SWOT, iPESTLE etc Contemporary factors impacting business decisions such as EU, Brexit, talent shortages etc Current priorities of organisations in Ireland			
Organisational strategy Explaining organisational strategy Connections between organisational strategy and people strategy HR supporting organisational strategy Impact of HR on the employee life-cycle in an organisation			
Organisational Culture Introducing organisational culture Creating a strong organisational culture Impact of HR on organisational behaviour, culture and performance How organisational culture benefits different stakeholders			
Change Management Drivers of change Overview of change management models Role of HR in managing successful organisational change			
Technology in HR Impact of technology on employment Purpose of technology in HR Impact of technology on HR operations Challenges of technology in organisations			
Human Capital Introduce human capital and intellectual capital Human capital metrics Balanced scorecard			
Assessment Breakdown			%
End of Module Assessment			100.00%
Assessments			
Full Time			
No Coursework			
End of Module Assessment			
Assessment Type:	Terminal Exam	% of total:	100
Assessment Date:	End-of-Semester	Outcome addressed:	1,2,3,4,5,6
Non-Marked:	No		
Assessment Description: End of module, open-book terminal examination, consisting of a two-hour exam where learners have to answer three out of four questions. There is a reduced choice of questions compared to a standard, closed-book exam as learners can view their notes. All questions will necessitate essay-style responses and marks will be awarded based on clarity, structure relevant examples, depth of topic knowledge and evidence of reading outside core texts.			
No Workplace Assessment			
Reassessment Requirement			
Repeat examination <i>Reassessment of this module will consist of a repeat examination. It is possible that there will also be a requirement to be reassessed in a coursework element.</i>			
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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	32	Per Semester	2.67
Directed Learning	Directed e-learning	6	Per Semester	0.50
Independent Learning	Independent learning	212	Per Semester	17.67
Total Weekly Contact Hours				3.17
Workload: Part Time				
Workload Type	Workload Description	Hours	Frequency	Average Weekly Learner Workload
Lecturer Supervised Learning	30 hours lecture contact and 6 hours blended/ online. To be delivered in Block 2.	36	Per 15 week block	2.40
Independent Learning	Block 2	214	Per 15 week block	14.27
Total Weekly Contact Hours				2.40

Module Resources	
<i>Recommended Book Resources</i>	
<p>ARMSTRONG M. (2020), Armstrong's Handbook of Strategic Human Resource Management, 7th Edition. Kogan Page.</p> <p>CARBERY R., CROSS C., Ed.s. (2018), Human Resource Management, 2nd edition. Red Globe Press.</p> <p>TORRINGTON D., TAYLOR S., HALL L., ATKINSON. (2020), Human Resource Management, 11th edition. Pearson.</p>	
<i>Supplementary Book Resources</i>	
<p>GUNNIGLE, Patrick; HERATY, Noreen; MORELY, Michael. (2017), Resource Management in Ireland, 5th Edition. Institute of Public Administration (IPA).</p> <p>MONKS K., HARNEY B. Ed.s. (2014), Strategic HRM: Research and Practice in Ireland, Open Press.</p> <p>BEARDWELL J., CLAYDON T. (2017), Human Resource Management: A Contemporary Approach, 8th edition. Pearson.</p>	
<i>This module does not have any article/paper resources</i>	
<i>Other Resources</i>	
<p>[website], CIPD. Chartered Institute of Personnel & Development, London, CIPD, http://www.cipd.co.uk</p>	
Discussion Note:	Annual programme review - changes to assessment