H7RWM: Reward Management

Module Code:	H7RWM
Long Title	Reward Management APPROVED
Title	Reward Management
Module Level:	LEVEL 7
EQF Level:	6
EHEA Level:	First Cycle
Credits:	10
Module Coordinator:	CAITRIONA HUGHES
Module Author:	DESMOND GARGAN
Departments:	School of Business
Specifications of the qualifications and experience required of staff	

Learning Outcomes	
On successful completion of this module the learner will be able to:	
#	Learning Outcome Description
LO1	Develop a knowledge of the range of benefits and remuneration that can be employed to attract, motivate and retain key groups of employees
LO2	Analyse and evaluate the different forms of reward and their application in different organisational contexts
LO3	Examine the principles and practice ofevidence-baseddecision making in reward managementwith regard tothe key customers/stakeholders in the organisation
LO4	Developanevidence-basedapproach to reward management for an organisation that has considered the financial and operational implications.
LO5	Evaluate Total Reward and how it can be applied to organisations
LO6	Undertake a piece of independent, guided research investigating a topic within the field of Reward Management andHRM.

Dependencies
Module Recommendations
No recommendations listed
Co-requisite Modules
No Co-requisite modules listed

Entry requirements	As per programme requirements (outlined in4.2.2 Minimum requirements for general learning)

H7RWM: Reward Management

Module Content & Assessment

Indicative Content

An Introduction to Reward Management
What is meant by Reward Management The concept of Total Reward Financial and non-financial rewards Strategic Reward Reward strategy& aligning reward with the business goals

Base pay management
Develop and Implement Reward Strategyand RewardPolicies Developpolicies and processes to ensure fairness, equity and consistency in reward Minimum Wage and National Living Wage DevelopGrade and Pay Structures Factorsaffecting pay levels (Benchmarking, Economy, Competitors, National Wage Agreements, Company Branding) Pay forecasting and cost considerations

Rewarding and recognising performance and merit
Motivation and Reward Engagement and Organizational Commitment Role of Reward in The Psychological Contract Job Evaluation Schemes Equal Pay Performance Management and Reward Performance related pay OrganisationalPerformance Linked to Pay and Balanced Scorecards Individual Pay Schemes, Bonus Schemes, Team Pay Pay Bargaining/Collective Bargaining Role of Unions

Rewarding special groups
Recognition Schemes Profit Sharing Share Schemes Benefitse.g.,Health Insurance Employee valueproposition InternationalReward - Paying Ex-Patriates

Employee benefits
Introduction to Pension Schemes- Private Pension Scheme and State Pensions Flexible Benefits Packages

The practice of reward management
Emerging Issues intherole of managers in managing reward

Assessment Breakdown	%
Coursework	100.00%

Assessments

Full Time

Coursework

Assessment Type:	Formative Assessment	**% of total:**	Non-Marked
Assessment Date:	n/a	**Outcome addressed:**	1,2,3,4,5,6
Non-Marked:	Yes		

Assessment Description:
Formative assessment will be included by the provision of class case studies and short questions. Feedback will be provided individually or as a group

Assessment Type:	Continuous Assessment	**% of total:**	100
Assessment Date:	n/a	**Outcome addressed:**	1,2,3,4,5,6
Non-Marked:	No		

Assessment Description:
Assignment consists of a work-based project requiring students to undertake a piece of independent, guided research within the field of Reward Management. Students will be assessedon the basis ofa3,500 wordreport. The assignment brief will be issued to learners at the start of the module.

No End of Module Assessment

No Workplace Assessment

Reassessment Requirement

Coursework Only
This module is reassessed solely on the basis of re-submitted coursework. There is no repeat written examination.

Reassessment Description
Students will be given feedback and required to re-submit the assignment or complete a new assignment as appropriate.

H7RWM: Reward Management

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

Module Target Workload Hours 0 Hours				
Workload: Full Time				
Workload Type	*Workload Description*	*Hours*	*Frequency*	*Average Weekly Learner Workload*

Module Resources

Recommended Book Resources

Armstrong, M. (2019), Armstrong's Handbook of Reward Management Practice, 6th Edition. Kogan Page, UK.

Supplementary Book Resources

Rose, M.. (2018), Reward management: a practical introduction, 2nd ed. CIPD Kogan Page, London.

Armstrong, M. and Cummins, A. (2011), The reward management toolkit: astep-by-stepguide to designing and delivering pay and benefits, Kogan Page, London.

Perkins, S.J. and Jones, S.E. (2020), Reward management: alternatives, consequences and contexts, 4th ed. CIPD Kogan Page, London.

BeardwellJ.,Thomson.,A. (2014), Human Resource Management, 7th edition. PrenticeHall.

Fisher, J. (2015), StrategicReward and Recognition, Kogan Page.

This module does not have any article/paper resources

Other Resources

[Journal], Armstrong, M. and Brown, D. (2017) Job evaluation versus market pricing: competing or combining methods of pay determination? Compensation and Benefits Review. Vol 49, No 3, June. pp153-160.

[Journal], Brink, S. and Myhr, M.E. (2014) Assessing competitive pay for executives in a globallabormarket.

[Journal], Benefits and Compensation International. Vol 44, No 1, July/August. pp15-18.

[Journal], Brown, D. (2014) The future of reward management: from total reward strategies to smart rewards.

[Journal], Compensation and Benefits Review. Vol 46, No 3, May/June. pp147-151. Calnan, M.M. (2015) Uncovering total reward. Employee Benefits. June. pp42- 43.

[Journal], Farrand, L. (2016) Put the scores up on the board: a total reward strategy will enable employees to see the full value of their package. Employee Benefits. May. pp18-19.

[Journal], Giancola, F. (2014) What the research says about the effects of open pay policies on employees' pay satisfaction and job performance. Compensation and Benefits Review. Vol 46, No 3, May/June.

[Journal], Godar, P. and Frey, R. (2014) 4 ways to transform your rewards strategy.Workspan. Vol 57, No 7, July. pp44-47.

[Journal], Johnson, P., McMullen, T. and Royal, M. (2015) Job evaluation: relevant, robust and reimagined.Workspan. Vol 58, No 9, September. pp26-30, 32.

[Website], http://www.cipd.co.uk.

[Website], http://www.towerswatson.com/en-IE.

Discussion Note: