

H8SCW: Sustainability

Module Code:	H8SCW
Long Title	Sustainability APPROVED
Title	Sustainability
Module Level:	LEVEL 8
EQF Level:	6
EHEA Level:	First Cycle
Credits:	5
Module Coordinator:	Pauline Kelly Phelan
Module Author:	Isabela Da Silva
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	Illustrate an understanding of sustainability, its importance in the modern world and demonstrating an awareness of global sustainable challenges and solutions
LO2	Demonstrate the importance of sustainable practices within industry and alignment of HRM strategies, policies and practices with organisational sustainability.
LO3	Critically evaluate and interpret evolving theories, concepts and ethics of sustainable strategies and solutions.
LO4	Demonstrate the importance of Sustainable strategies and their relation to wider economic, social and environmental issues.
Dependencies	
Module Recommendations	
No recommendations listed	
Co-requisite Modules	
No Co-requisite modules listed	
Entry requirements	As per programme requirements.

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Module Content & Assessment			
Indicative Content			
Sustainability What is sustainability? Understanding the Environmental, Economic and Social mix. The importance of sustainability in the modern world. The UN's 17 Sustainable Development Goals and Agenda.			
Sustainability concepts Understanding the theory, ethics and values of sustainability. How these inform and shape approaches to sustainable practices. How do theories and concept of sustainability evolve?			
Sustainability in the organisation What is sustainable planning? How are sustainable plans developed and implemented? Understanding sustainable operations and making choices for organisational efficiency and cost.			
Organisational communication How does communication and marketing play a part in the sustainable development of an organisation - Green Marketing and Green Washing.			
Circular Economy Exploring what a circular economy is. Examining production and consumption - How the circular economy is shaped. What is natural capital and how will this become a part of sustainable accounting?			
Sustainability and society What is the role of HR in CSR strategy? How do strategies affect both local communities and wider society? What strategies have worked and failed in the past? How do organisations look to become more socially minded? What is the benefit of CSR within sustainability?			
Sustainability and HR What role does HR play in sustainable planning? – examining the function of HR in organisational collaboration and partnership. How can sustainability become a part of HR practice?			
Alignment of HRM HR strategies, policies and practices to align with sustainability in the organisation. Culture, values and competencies supporting sustainability. Impact of sustainability on stakeholders and employee involvement and well-being.			
Sustainable Technology and Innovation Innovation in technology that mitigates environmental concerns. What is sustainable technology for business? How do these technologies alter the nature of practice and how do technologies help to future proof economic, social and environmental activity?			
Sustainable Futures Examining a history of sustainable futures. What are sustainable futures and how do they apply to business? What is the future role of the organisation within a sustainable world – where is current thinking taking the issue of sustainability?			
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
Non-Marked:	Yes		
Assessment Description: Presentation – learners are required to present on a topic relating to the material discussed within the module. Feedback will be given to aid them in their submission of their final assignment			
Assessment Type:	Continuous Assessment	% of total:	100
Assessment Date:	n/a	Outcome addressed:	1,2,3,4
Non-Marked:	No		
Assessment Description: Case Study 3000 words – Learners must develop a case study on a topic relating to the subject of the module and its taught content.			
No End of Module Assessment			
No Workplace Assessment			
Reassessment Requirement			
Coursework Only <i>This module is reassessed solely on the basis of re-submitted coursework. There is no repeat written examination.</i>			
Reassessment Description The learner needs to achieve 40% overall to pass. The assessment of this module is inextricably linked to the delivery. Learners who are not successful in this module will be required to complete a repeat assessment which may have one or more parts.			

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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
Tutorial	Mentoring and small-group tutoring	12	Per Semester	1.00
Independent Learning	Independent learning	89	Per Semester	7.42
Total Weekly Contact Hours				3.00

Module Resources	
<i>Recommended Book Resources</i>	
<p>Agrawal S. and Puri, R. (2021), A Climate-Conscious Route to Triple Bottom Line, Sage Publishing.</p> <p>Cavagnaro, E, Cruiel, G.H.. (2012), The Three Levels of Sustainability, 2nd Edition. Routledge.</p> <p>Gilber S. Hedstrom. (2018), Sustainability: What It Is and How to Measure It, https://discovery.ebsco.com/linkprocessor/plink?id=5cf3fb4d-e131-3e06-9587-4fe400932a84.</p>	
<i>Supplementary Book Resources</i>	
<p>Chandler, D. (2022), Strategic Corporate Social responsibility, 6th Edition. Sage Publishing.</p> <p>Hodges, J, Gill, R. (2014), Sustaining Change in Organisations, Sage Publishing, London.</p> <p>Hull, R.B. Robertson, D.P. Mortimer, M. (2020), Leadership for Sustainability: Strategies for Tracking Wicked Problems, Island Press, Washington.</p> <p>Kopnina, H, Poldner, K. (2022), Circular Economy: Challenges and Opportunities for Ethical and Sustainable Business, Routledge, London.</p> <p>Lozano, R. (2022), Toward Sustainable Organisations: A Holistic Perspective on implementation Efforts, Springer Nature.</p> <p>Lucio, M.M. MacKenzie, R. (2022), International Human Resource Management: The Transformation of Work in a Global Context, 2nd Edition. Sage Publishing.</p> <p>Peterson, Mark. (2021), Sustainable Marketing: A Holistic Approach, 2nd Edition. Sage Publishing.</p> <p>Pritwani, K. (2019), Sustainability of Business in the Context of Environmental Management, CRC Press.</p> <p>Renwick, Douglas W.S.(Ed). (2019), Contemporary Developments in Green Human Resource Management Research. Towards Sustainability In Action?, Routledge, New York.</p> <p>Ziolo, M, Escrig-Ormedo, E, Lozano, R. (2022), Fostering Sustainable Business Models through Financial Markets, Springer Nature.</p>	
<i>This module does not have any article/paper resources</i>	
<i>Other Resources</i>	
<p>[Journal], MDPI Sustainability, https://www.mdpi.com/journal/sustainability</p> <p>[Journal], Nature Sustainability, https://www.nature.com/natsustain/</p> <p>[Journal], Sustainable Futures, https://www.sciencedirect.com/journal/sustainable-futures</p> <p>[Website], WWW.CIPD.Co.Uk.</p> <p>[Website], UN Development Goals, https://sdgs.un.org/goals</p> <p>[Website], UN 2030 Agenda, http://Transforming our world: the 2030 Agenda for Sustainable Development Department of Economic and Social Affairs (un.org)</p>	
Discussion Note:	