

H6HRMHCB: Human Resource Management

Module Code:	H6HRMHCB
Long Title	Human Resource Management APPROVED
Title	Human Resource Management
Module Level:	LEVEL 6
EQF Level:	5
EHEA Level:	Short Cycle
Credits:	10
Module Coordinator:	MICHELE KEHOE
Module Author:	Andrea Del Campo Dugova
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	Understand the history and evolution of Human Resource Management, including its theoretical basis
LO2	Explain the link between the business strategy and Human Resource Management strategy and policy areas
LO3	Demonstrate familiarity with key concepts in Human Resource Management practice, including - HR Planning - Job Analysis (including the preparation of a Job Description and Person Specification) - Recruitment and Selection - Employee Onboarding / Induction - Management of the Employee Relationship - Learning and Development - Performance Management - Managing Rewards - Health and Safety and - Diversity and Equality in the Workplace
Dependencies	
Module Recommendations	
No recommendations listed	
Co-requisite Modules	
No Co-requisite modules listed	
Entry requirements	

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Module Content & Assessment			
Indicative Content			
Introduction to Human Resource Management (Defining and explaining Human Resource Management, Personnel Management versus Human Resource Management, the role and activities of the Human Resource Management Function, theoretical basis of Human Resource Management, links between Business Strategy and Human Resource Management)			
Human Resource / Workforce Planning (influence and relevance of internal and external factors, stages in the planning cycle, the importance of talent management and succession planning)			
Job Analysis (Definition, methods, outcomes in terms of information generated, Job Description, Person Specification and Competence Framework)			
Employee Engagement, Turnover and Retention (Tradition approach to induction, on-boarding / socialisation, employee turnover, including pull and push factors)			
Recruitment and Selection (Definition of recruitment, advantages and disadvantages of different recruitment methods, definition of selection, varied selection methods including interviews and their limitations, legislative influence)			
Managing the Employee Relationship (the nature of the employment relationship, theoretical perspectives, employee and employer representation, employee participation and voice)			
Performance Management (enhancing performance through Performance Management, goal setting, performance management assessment, potential pitfalls)			
Managing Rewards (Reward system objectives, reward package, forms of performance related pay, indirect pay and benefits)			
Learning and Development (What it is, individual learning styles, how individuals learn in organisations, process of analysing and identifying learning needs, key issues in responding to learning and development needs)			
Health, Safety and Well-Being (Concept of safety, understanding why accidents occur, human factors affecting health and safety behaviour, role of Human Resource Management in promoting health, safety and well-being in the workplace)			
Equality, Diversity and Inclusion in the workplace. How to create a working environment that is both diverse and inclusive. How diversity can benefit an organisation. How the HR professional can promote inclusion and prioritise diversity.			
Assessment Breakdown			%
Coursework			40.00%
End of Module Assessment			60.00%
Assessments			
Full Time			
Coursework			
Assessment Type:	Assignment	% of total:	40
Assessment Date:	n/a	Outcome addressed:	
Non-Marked:	No		
Assessment Description: In the form of a case study on, for example, Recruitment and Selection			
End of Module Assessment			
Assessment Type:	Terminal Exam	% of total:	60
Assessment Date:	End-of-Semester	Outcome addressed:	1,2,3
Non-Marked:	No		
Assessment Description: End of semester final examination.			
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	36	Per Semester	3.00
Independent Learning	Independent learning	202	Per Semester	16.83
Tutorial	Mentoring and small-group tutoring	12	Per Semester	1.00
Total Weekly Contact Hours				4.00

Module Resources	
<i>Recommended Book Resources</i>	
Carbery, Ronan and Cross, Christine. (2019), Human Resource Management, 2nd Ed. Red Globe Press, UK.	
<i>Supplementary Book Resources</i>	
<p>Armstrong, Michael (with Stephen Taylor). (2020), Handbook of Human Resource Management Practice, Kogan Page, London.</p> <p>Torrington, Derek, Atkinson, Carol, Taylor, Stephen and Hall, Laura,. (2017), Human Resource Management, 10th Ed. Pearson, Harlow.</p> <p>Wilkinson, A; Redman, T. and Dundon, T.. (2021), Contemporary Human Resource Management,, 6th Ed.</p> <p>Gunnigle, P; Heraty, N; Morley, M. Human. (2017), Resource Management in Ireland, 5th Ed. Institute of Public Administration, Dublin.</p>	
<i>This module does not have any article/paper resources</i>	
<i>This module does not have any other resources</i>	
Discussion Note:	