

H7FAHRP: Finance & Accounting for the HRprofessional

Module Code:	H7FAHRP
Long Title	Finance & Accounting for the HRprofessional APPROVED
Title	Finance & Accounting for the HRprofessional
Module Level:	LEVEL 7
EQF Level:	6
EHEA Level:	First Cycle
Credits:	10
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	Demonstrate the skills to evaluate business performance contained in the financial statements– interpreting accounts to understand key financial KPIs of the business and understanding how we are performing against our competitors.
LO2	Begin able to assess a project from a financial point of view and produce a compelling business case in relation to investments and spend.
LO3	Demonstrate an ability to prepare a Balance Sheet and Income Statement– while also being able to acknowledge the difference between Profit and Cash Flow
LO4	Differentiate between different types of business structures and explain the implications of each.
LO5	Understand the role of management accounting/finance business partners in business today and the support they can provide HR professionals during budget preparations.
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			
Introduction to Finance Role of the financial manager, corporate financier & finance analyst Understanding of accounting terminology Different business structures, sole trader, private limited company, public limited company Appreciation of ethical issues in finance			
Financial Accounting General Introduction to accounting concepts, accounting bases and accounting policies (including IFRS's). Introduction to financial statements of companies including an appreciation of the purpose of Statement of Profit or Loss, Statement of Financial Position and Statement of Cashflow Introduction to accruals, prepayments, depreciation, bad debts Appreciation of provisions and contingencies in financial statements Preparation of bank reconciliations Appreciation of VAT in business including an introduction to calculating VAT refunds/liabilities			
Understanding Shareholder Value and Company Performance Interpreting information in financial statements – Ratio and Trend analysis Understanding its importance to the business and investors See how companies drive value internally and externally Make the link with strategic actions that drive value creation			
Management Accounting The development, role, and function of the Management Accounting/Finance Business Partner Ensuring HR and finance tools work together Overhead allocation and pricing decisions Budgeting: How to prepare your budget? How to review your budget? Construction and interpretation of cash budgets/forecasts Analyse methods of monitoring and controlling costs			
Strategic Finance and Business Cases Why do we need investment appraisal? Financial management & investment decisions - Net Present Value & Payback. Make better decisions by understanding the financial impact of your actions Be able to assess a project from a financial point of view Be able to make a compelling business case			
Assessment Breakdown			%
Coursework			100.00%
Assessments			
Full Time			
Coursework			
Assessment Type:	Written Project	% of total:	100
Assessment Date:	n/a	Outcome addressed:	1,2,3,4,5
Non-Marked:	No		
Assessment Description: A written project covering all learning outcomes submitted on module completion. Projects will focus both on the theory and computational elements covered in class. 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.			
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 repeat assessment for this module 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	36	Per Semester	3.00
Tutorial	Mentoring and small-group tutoring	12	Per Semester	1.00
Independent Learning	Independent learning	202	Per Semester	16.83
Total Weekly Contact Hours				4.00

Module Resources	
<i>Recommended Book Resources</i>	
<p>Dyson, J.R., and Franklin, E. (2020), Accounting for non-Accounting Learners, 10th Ed. FT Prentice Hall.</p> <p>Atrill, P & McLaney, E. (2019), Accounting and Finance for Non-Specialists, 11th ed. Pearson Education Limited.</p> <p>Gowthorpe, C. (2005), Management Accounting for non-specialists, 2nd Ed. Thomson.</p> <p>Jones M. (2002), Accounting for Non-specialists, Wiley.</p>	
<i>This module does not have any article/paper resources</i>	
<i>Other Resources</i>	
<p>[Website], http://www.irishtimes.com/business.</p> <p>[Website], http://www.independent.ie/business/.</p> <p>[Website], www.ft.com.</p> <p>[Website], www.economist.com.</p> <p>[Website], http://businessandfinance.com/.</p> <p>[Website], www.wsj.com.</p> <p>[Institutions], www.esri.ie.</p> <p>[Institutions], www.imf.org.</p> <p>[Institutions], www.cso.ie.</p> <p>[Institutions], www.ecb.int.</p> <p>[Institutions], http://www.forfas.ie/publication/search.jsp.</p>	
Discussion Note:	