H6RTPLA: Resourcing and Talent Planning

Module Code:	H6RTPLA
Long Title	Resourcing and Talent Planning APPROVED
Title	Resourcing and Talent Planning
Module Level:	LEVEL 6
EQF Level:	5
EHEA Level:	Short 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	
On successful completion of this module the learner will be able to:	
#	**Learning Outcome Description**
LO1	Show an awareness of and be able to undertake core talent planning activities in light of key contemporary labour market trends.
LO2	Demonstrate the knowledge and capability to contribute effectively to the development of resourcing strategies.
LO3	Effectively manage the full range of organisational recruitment and selection activities, consistent with the standards of professional best practice and within the framework of relevant legislation in Ireland.
LO4	Demonstrate the knowledge and ability to manage employee retention effectively.

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

Employment markets
Contemporary trends in the Irish Labour Market and internationally Role of government, employers and trade unions in meeting future skills needs Concept and significance of tight and loose labour markets International Resourcing

Planning for Talent and Talent Management
Talent Management and the Talent Management loop Stages in HR/workforce planning and its use in practice The case for and against HR planning Adapting traditional HR planning Succession Planning

Resourcing
Job analysis - competency frameworks, job design and job sculpting Recruitment Advertising Strategy - employer brand, social media and recruitment options Alternative recruitment methods - informal approaches, use of agencies, educational liaison Selection approaches - shortlisting, interviews, references, pre-employment checks Advanced method of employee selection - biodata, assessment centres, personality tests, ability tests, gamification. Evaluating selection methods - reliability, validity and efficacy Recruitment, selection and the legal context - ethical issues and legal compliance

Employee Retention
Measuring and analysing turnover – voluntary, involuntary, costing & benchmarking Reasons for leaving & exit routes Employee retention and reward Employee retention and development opportunities Employee retention and effective line management Measuring effectiveness of retention of talent initiatives

Assessment Breakdown	%
Coursework	100.00%

Assessments

Full Time

Coursework

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

Assessment Description:
Learners will, as part of a small team, design a Recruitment and Selection process, grounded in sources of best practice. They will produce a range of materials to support this including: Advertising strategy Recruitment advert for the position Interview Plan, questions and selection strategy Interview Marking criteria Retention plan The assignment brief will be issued to learners at the start of the module

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

Assessment Description:
Formative assessment activities will be undertaken during classes, for example: Writing a job description exercise Crafting a person specification exercise Critiquing a job advertisement exercise Case studies Learners will work on these activities in small groups (or occasionally on their own). Groups and/or individuals will present back their solutions and recommendations. Discussion will be facilitated and in class feedback on their solutions to cases/ exercise will be given.

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.

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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

Recommended Book Resources
Taylor, S. (2021), Resourcing and Talent Management, 8th Edition. CIPD, London.

Supplementary Book Resources
COOK, M. (2016), Personnel Selection: adding Value through People – a changing picture, 6th edition. Wiley Blackwell.
Gunnigle, P. Heraty, N & Morley M.J. (2017), Human Resource Management in Ireland, 5th Ed. Gill & Macmillam, Dublin.
Carbery, R. Cross, C. (2018), Human Resource Management, 2nd Ed. Macmillan, Dublin.
Torrington , D , Hall, L & Taylor, S, Atkinson, C. (2017), Human Resource Management, 10th Edition. Pearson, Harlow.
Wilkinson, A, Redman, T & Dundon, T. (2017), Contemporary Human Resource Management – Text and Cases, 5th Edition. Pearson, Harlow.
Armstrong, Michael. (2020), Handbook of Human Resource Management Practice – Chapter 24 Recruitment and Selection, 15th Edition.
Taylor, S. (2008), People Resourcing, 4th Ed. CIPD, London.
SUFF, R. (2006), Using employer websites to attract new recruits, IRS Employment Review.
CIPD. (2012), 'LinkedIn will not replace CVs' People Management, March 2012. CIPD, London.

This module does not have any article/paper resources
Other Resources
[Website], https://www.cipd.ie/news-resources/pract ical-guidance/factsheets.
[Podcasts], www.cipd.co.uk/podcasts/unconscious-bias.
[Reports], CIPD. (2015), A head for hiring – the behavioural science of recruitment.
[Reports], CIPD. (2014), Making recruitment supply chains work.

Discussion Note:	