H6HRCF: HR in a Corporate Framework

Module Code:	H6HRCF
Long Title	HR in a Corporate Framework APPROVED
Title	HR in a Corporate Framework
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	Evaluate the Business Context and role of Human Resources
LO2	Explain organisational strategy and its relationship to people strategy and the employee life-cycle
LO3	Review the impact of HR on organisational culture and performance
LO4	Analyse the role of HR in managing change.
LO5	Identify the role of technology in HR
LO6	Examine the use of Human Capital metrics in organisations

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 HRM
Origins of HRM Evolution from Welfare Tradition to the 21st century Current positioning of the HR Function and expectations of it

Organisational and HR Strategy
Explaining Organisational Strategy Connections between HR Strategy and Organisational Strategy HR supporting Organisational Strategy through key practice areas (brief introduction to Recruitment and Selection, Learning and Development, Reward, Employee Relations, etc.)

Competitiveness and Productivity
Understanding Competitiveness and Productivity Role of HR in interpreting Operational Metrics and in promoting Competitiveness

Change Management
Drivers of Change Overview of Change Management models Role of HR in successful organisational change

Organisational Culture
Introducing organisational culture Creating a strong organisational culture Impact of HR on organisational behaviour, culture and performance

Technology in HR
Purpose of Technology in HR Impact of technology on HR operations Challenges of technology in organisations

Human Capital
Introduce human capital and intellectual capital Human capital metrics Balanced scorecard

Assessment Breakdown	%
Coursework	50.00%
End of Module Assessment	50.00%

Assessments

Full Time

Coursework

Assessment Type:	Assignment	**% of total:**	50
Assessment Date:	n/a	**Outcome addressed:**	1,2,3,4,5,6
Non-Marked:	No		

Assessment Description:
Written assignment providing 50% of the overall module mark.

End of Module Assessment

Assessment Type:	Terminal Exam	**% of total:**	50
Assessment Date:	End-of-Semester	**Outcome addressed:**	1,2,3,4,5,6
Non-Marked:	No		

Assessment Description:
An end of module, closed-book two-hour terminal examination, where learners have to answer three out of five questions. All questions will necessitate essay-style responses and marks will be awarded based on clarity, structure relevant examples, depth of topic knowledge and evidence of reading outside core texts.

No Workplace Assessment

Reassessment Requirement

Repeat examination
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.

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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

ARMSTRONG M. (2023), Armstrong's Handbook of Human Resource Management, 16th Edition. Kogan Page.

CARBERY R., CROSS C., Ed.s.. (2019), Human Resource Management, 2nd edition. Red Globe Press.

Gunnigle, Patrick;Heraty, Noreen;Morley, Michael. (2017), Resource Management in Ireland, 5th Edition. Institute of Public Administration.

Supplementary Book Resources

MONKS K., HARNEY B. Ed.s.. (2014), Strategic HRM: Research and Practice in Ireland, Open Press.

BEARDWELL J., CLAYDON T. (2017), Human Resource Management: A Contemporary Approach, 8th edition. Pearson.

TORRINGTON D., TAYLOR S., HALL L., ATKINSON. (2009), Human Resource Management, 10th edition. Pearson.

This module does not have any article/paper resources

Other Resources

[Website], www.cipd.co.uk.

Discussion Note: