

## H6HRMI: Human Resource Management

Module Code:	H6HRMI
Long Title	Human Resource Management <b>APPROVED</b>
Title	Human Resource Management
Module Level:	LEVEL 6
EQF Level:	5
EHEA Level:	Short Cycle
Credits:	10
Module Coordinator:	BRONWYN MCFARLANE
Module Author:	BRONWYN MCFARLANE
Departments:	School of Business
Specifications of the qualifications and experience required of staff	
<b>Learning Outcomes</b>	
<i>On successful completion of this module the learner will be able to:</i>	
<b>#</b>	<b>Learning Outcome Description</b>
LO1	Explain the purpose, role and key activities of human resource management in the organisation and examine how personnel management and human resource management have changed and evolved over time.
LO2	Examine the stages in the HR Planning process, its linkage to the overall business strategy and recognize the importance of ongoing HR Planning in organisations.
LO3	Identify the stages in a best practice Recruitment & Selection process and evaluate the effectiveness of different recruitment & selection techniques.
LO4	Explain the links between induction, turnover and retention and why they are of strategic significance to the overall success of the organisation.
LO5	Demonstrate familiarity with the major concepts and issues in the field of equality and diversity as they relate to the work environment.
<b>Dependencies</b>	
<b>Module Recommendations</b>	
No recommendations listed	
<b>Co-requisite Modules</b>	
No Co-requisite modules listed	
<b>Entry requirements</b>	

# H6HRMI: Human Resource Management

Module Content & Assessment			
Indicative Content			
<b>Introduction to Human Resource Management</b> Defining and explaining human resource management * Personnel management versus human resource management * The role and activities of the HR function * Theoretical basis of HRM * Impact of the environment on HRM strategy & choice			
<b>HR planning (HRP) &amp; Recruitment</b> The contribution & role of HRP * The process of HRP * Job Analysis & Recruitment * Determining the vacancy * Recruitment processes and methods * Recruitment advertising & employer branding * E-recruitment and social media in recruitment			
<b>Selection</b> Selection criteria & competencies * Shortlisting * Selection methods * Critique of the selection interview and alternative selection methods * Overviews of Employment legislation affecting the recruitment and selection process			
<b>Induction, Turnover &amp; Retention</b> Traditional & new approaches to induction * Onboarding * Role of HR and the line manager in induction and socialisation * Employee turnover – push & pull factors * Measuring & managing turnover * Retention strategies & role of the exit interview			
<b>Introduction to Managing Equality &amp; Diversity in the workplace</b> Why inequality exists in the labour market & the workplace * Different approaches to equality promotion & regulation by country * Positive discrimination versus positive action * Role of HRM in promoting equality & dealing with complaints of discrimination * Key procedures used by organisations e.g.: Equality & Dignity at Work policies. What is diversity management and how is it different to management of equality? * Approaches to diversity management * How diversity management can benefit employers and employees * Challenges and limitations of diversity management			
Assessment Breakdown			%
Coursework			40.00%
End of Module Assessment			60.00%
Assessments			
Full Time			
Coursework			
<b>Assessment Type:</b>	Project (0050)	<b>% of total:</b>	40
<b>Assessment Date:</b>	n/a	<b>Outcome addressed:</b>	1,2,3,4,5
<b>Non-Marked:</b>	No		
<b>Assessment Description:</b> The assessment will be an individual or group project which will require students to: Apply their knowledge of HRM theory & practice to a realistic business situation and advise on appropriate solutions in one or more of the following areas: HR planning, Recruitment & Selection, Turnover & Retention or Equality & Diversity.			
End of Module Assessment			
<b>Assessment Type:</b>	Terminal Exam	<b>% of total:</b>	60
<b>Assessment Date:</b>	End-of-Semester	<b>Outcome addressed:</b>	1,2,3,4,5
<b>Non-Marked:</b>	No		
<b>Assessment Description:</b> End of semester final examination. Students will be set a final examination usually consisting of 5 questions of which they have to answer 3. 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 of core text.			
No Workplace Assessment			
Reassessment Requirement			
<b>Repeat examination</b> <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>			

## H6HRMI: Human Resource Management

Module Workload				
Module Target Workload Hours 0 Hours				
Workload: Full Time				
Workload Type	Workload Description	Hours	Frequency	Average Weekly Learner Workload
Lecture	No Description	4	Every Week	4.00
Independent Learning	No Description	16	Every Week	16.00
Tutorial	No Description	1	Every Week	1.00
Total Weekly Contact Hours				5.00

Module Resources	
<i>Recommended Book Resources</i>	
<p>Ronan Carberry &amp; Christine Cross. (2013), Human Resource Management - a concise introduction, 1st. palgrave macmillan, London, [ISBN: 9781137009395].</p> <p>Linda Reidy. (2014), Make That Grade: Human Resource Management, 4th. Gill &amp; Macmillan, Dublin, [ISBN: 9780717168149].</p>	
<i>Supplementary Book Resources</i>	
<p>Torrington, D. Hall, L. &amp; Taylo, S. &amp; Atkinson, C.. (2014), Human Resource Managment, 9th. Harlow, [ISBN: 9780273786634].</p> <p>Gunnigle, P. Heraty, N &amp; Morley, M.. (2011), Human Resource Management in Ireland, 4th. gillmacmillan, Dublin, [ISBN: 978-071714979].</p> <p>Armstrong, M. (2014), Handbook of Human Resource Management Practice, 13th. Kogan Page, London.</p> <p>Torrington, D and Taylor, S. (2009), Fundamentals of Human Reource Managment, 1st. Pearson Education, Essex.</p>	
<i>This module does not have any article/paper resources</i>	
<i>Other Resources</i>	
<p>[Website], Unavailable,  <a href="http://www.cipd.ie">http://www.cipd.ie</a></p> <p>[Website], Unavailable,  <a href="http://www.shrm.org">http://www.shrm.org</a></p> <p>[Website], Unavailable,  <a href="http://www.ibec.ie">http://www.ibec.ie</a></p>	
Discussion Note:	