

H8CIRM: Contemporary Issues in Reward Management

Module Code:	H8CIRM
Long Title	Contemporary Issues in Reward Management DRAFT
Title	Contemporary Issues in Reward Management
Module Level:	LEVEL 8
EQF Level:	6
EHEA Level:	First Cycle
Credits:	5
Module Coordinator:	
Module Author:	CAITRIONA HUGHES
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	LO1. Develop approaches to reward management that can be adopted and contribute to organizational effectiveness
LO2	LO2. Understand how reward management can be impacted by the external markets and competitive environment
LO3	LO3. Carry out basic role analysis and draw on benchmarking and other factors affecting pay to advise on appropriate reward systems and remuneration packages
LO4	LO4. Understand the various elements of remuneration packages including basic pay and pay at risk e.g. bonuses, commissions
LO5	LO5. Develop a knowledge of the basic terminology and elements involved in pension schemes
LO6	LO6. Have the ability to research, develop, write and present a project on a reward management issue
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			
Competitive Environment Impact on Reward Management Economic Impact on Reward Ethics in Reward Management			
Engagement and Organizational Commitment Role of Reward in The Psychological Contract			
Job Evaluation Schemes Role Analysis Equal Pay Developing Grade and Pay Structures			
Performance Management and Reward Organisational Performance Linked to Pay and Balanced Scorecards Reward and Competency Frameworks			
Reward Management for Special Groups Reward for Directors and Senior Managers International Reward Rewarding Sales Staff or other groups with higher pay at risk Benefits Packages e.g. Profit Share Schemes			
Introduction to Pension Scheme Private Pension Scheme and State Pensions Income Tiers and Pensions Calculating Pensions and Pensionable Pay Additional Voluntary Contributions Trust Deeds Pensions and Taxation Types of Pensions Defined Benefit Schemes Defined Contribution Schemes PRSA's			
Teaching methodology The learning strategy involves the use of lectures, tutorials, case studies and class discussions as appropriate. Students will also have access to web based support.			
Assessment Breakdown			%
Coursework			40.00%
End of Module Assessment			60.00%
Assessments			
Full Time			
Coursework			
Assessment Type:	Essay	% of total:	40
Assessment Date:	n/a	Outcome addressed:	2,3,4,5,6
Non-Marked:	No		
Assessment Description: Students will be given an essay based project that requires them to analyse an organisation's reward structure and the environment they work in with a view to making recommendations on the appropriate reward structure for a Special Group within the organisation. Students will be given a case study to base their analysis on. The essay required length will be 1,500 words. The project will be graded according to clarity, structure, with reference to materials covered, theories and research in the field			
End of Module Assessment			
Assessment Type:	Terminal Exam	% of total:	60
Assessment Date:	End-of-Semester	Outcome addressed:	1,2,3,4,5,6
Non-Marked:	No		
Assessment Description: End-of-Semester Final Examination. The exam paper will consist of five questions of which the student must answer three in essay style. Exam will be two hours in length.			
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
Lecturer-Supervised Learning (Contact)	Blended class and guided on line contact	3	Every Week	3.00
Total Weekly Contact Hours				3.00

Module Resources	
<i>Recommended Book Resources</i>	
<p>ARMSTRONG,M.,2010 (Reprint 2011) Armstrong's Handbook of Reward Management Practice, 3rd Edition, Kogan Page, UK.. na.</p> <p>CORBY S., PALMER S., LOOP E., Ed.s, 2009 Rethinking Reward, Palgrave MacMillan, Basingstoke.</p>	
<i>Supplementary Book Resources</i>	
<p>PERKINS, S., WHITE, G., 2008 Employee Reward, Alternatives, Consequences and Context, CIPD. na.</p> <p>BEARDWELL J., CLAYDON T., 2007 Human Resource Management, Prentice Hall. na.</p> <p>GUNNIGLE P., HERATY N. MORLEY M., 2006 Human Resource Management in Ireland 3rd Edition, Gill & MacMillan. na.</p> <p>ARMSTRONG, M., BROWN, D., 2006 Strategic Reward Making it Happen , Kogan Page. na.</p> <p>KENNY P., 2004 Understanding Pensions, The Friendly Guide to Pensions 2nd Edition, Dept. of Social and Family Affairs. na.</p>	
<i>This module does not have any article/paper resources</i>	
<i>This module does not have any other resources</i>	
Discussion Note:	