

## H7FAHR: Finance & Accounting for the HRprofessional

Module Code:	H7FAHR
Long Title	Finance & Accounting for the HRprofessional <b>APPROVED</b>
Title	Finance & Accounting for the HRprofessional
Module Level:	LEVEL 7
EQF Level:	6
EHEA Level:	First Cycle
Credits:	10
Module Coordinator:	COLETTE DARCY
Module Author:	Isabela Da Silva
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	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	Be 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	Examine the role of management accounting & finance business partners in business today and the support they can provide HR professionals during budget preparations
<b>Dependencies</b>	
<b>Module Recommendations</b>	
No recommendations listed	
<b>Co-requisite Modules</b>	
No Co-requisite modules listed	
<b>Entry requirements</b>	As per programme requirements (outlined in 4.2.2 Minimum requirements for general learning)

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## Module Content & Assessment

Indicative Content	
<b>Introduction to Finance</b> Role of the financial manager, corporate financier & finance analyst from an international perspective. Different form of business, sole trader, private limited company, public limited company.	
<b>Financial Accounting</b> Statement of Financial Position, Income Statement and Cash Flow Statements Difference between profit and cash flow - and the importance of Cash flow in businesses	
<b>Understanding Shareholder Value &amp; Company Performance</b> Interpreting information in financial statements – Ratio and Trend analysis. Understanding the importance to the business and investors See how companies drive value internally and externally Make the link with strategic actions that drive value creation Understanding our competitors	
<b>Management Accounting</b> 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?	
<b>Strategic Finance &amp; Business Cases</b> 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			
<b>Assessment Type:</b>	Continuous Assessment	<b>% of total:</b>	100
<b>Assessment Date:</b>	n/a	<b>Outcome addressed:</b>	1,2,3,4,5
<b>Non-Marked:</b>	No		
<b>Assessment Description:</b> Project will cover key topics covered in module, For example and not limited to the following topics:--Interpreting Financial Statements via Ratio Analysis, Preparing Financial Statements, Produce a compelling business case.			
No End of Module Assessment			
No Workplace Assessment			
Reassessment Requirement			
<b>Coursework Only</b> <i>This module is reassessed solely on the basis of re-submitted coursework. There is no repeat written examination.</i>			

## H7FAHR: Finance & Accounting for the HRprofessional

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	32	Per Semester	2.67
Directed Learning	Directed e-learning	6	Per Semester	0.50
Independent Learning	Independent learning	212	Per Semester	17.67
Total Weekly Contact Hours				3.17

## Module Resources

### Recommended Book Resources

Dyson, J.R., Accounting for non-Accounting Students, 8th Ed., FT Prentice Hall.

Atrill, P & McLaney, E., Accounting and Finance for Non-Specialists, 9th ED, Pearson Education Limited.

Gowthorpe, C., Management Accounting for non-specialists, 2nd Ed, Thomson.

Jones M , 2002, Accounting for Non-specialists, Wiley.

*This module does not have any article/paper resources*

### Other Resources

[Website], Irish Times,  
<http://www.irishtimes.com/business>

[Website], <http://www.independent.ie/business/>.

[Website], [www.ft.com](http://www.ft.com).

[Website], [www.economist.com](http://www.economist.com).

[Website], <http://businessandfinance.com/>.

[Website], [www.wsj.com](http://www.wsj.com).

[Website], ESRI,  
<http://www.esri.ie>

[Website], IMF,  
<http://www.imf.org>

[Website], CSO,  
<http://www.cso.ie>

[Website], ECB,  
<http://www.ecb.int>

[Website], Forfas,  
<http://www.forfas.ie/publication/search.jsp>

Discussion Note: