

H7HRBF: HRM in the Business Framework

Module Code:	H7HRBF
Long Title	HRM in the Business Framework APPROVED
Title	HRM in the Business Framework
Module Level:	LEVEL 7
EQF Level:	6
EHEA Level:	First Cycle
Credits:	10
Module Coordinator:	DAVE CORMACK
Module Author:	Isabela Da Silva
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	Identify how effective management can support the strategic goals of an organisation and recognise the respective role of specialists and general managers in the management of people in organisations
LO2	Describe the key activities, policies and procedures in HRM and evaluate the concept of flexibility and its application to a prescribed business context
LO3	Prepare a job description and person specification and apply their knowledge of recruitment and selection practices to a given business situation
LO4	Apply their knowledge of pay and reward management to a given business situation
LO5	Identify the contribution training and development can make to the functioning of a team or business
LO6	Analyse and critique HRM theories and concepts
Dependencies	
Module Recommendations	
No recommendations listed	
Co-requisite Modules	
No Co-requisite modules listed	
Entry requirements	As per programme requirements (outlined in 4.2.2 Minimum requirements for general learning)

H7HRBF: HRM in the Business Framework

Module Content & Assessment			
Indicative Content			
HRM and the business Defining HRM The link between people management and business strategy The role of specialists and general managers in HRM Operating without a HR specialist			
Key HRM activities, Policies and Procedures The wheel of HRM activities Key policies and procedures Employee handbooks Employment contracts Discipline and grievance procedures			
Resourcing the Firm - Flexibility The flexible firm model Advantages of flexibility Types of flexibility Criticisms of flexibility			
Job Analysis Products of Job Analysis Job Description and Person Specification Purpose of job analysis Job Analysis problems Job Analysis in the SME setting			
Recruitment and Selection Recruitment processes and methods Selection process and methods Applying fair and consistent selection criteria The law in recruitment and selection			
Training and Development Buy or Grow The skills, knowledge and attitude debate T & D methods and the general manager T & D Interventions induction, performance problems, organisational change, career development			
Reward Management Link between motivation and reward Designing reward packages Incentive payments schemes Performance related pay			
Assessment Breakdown			%
Coursework			100.00%
Assessments			
Full Time			
Coursework			
Assessment Type:	Continuous Assessment	% of total:	100
Assessment Date:	n/a	Outcome addressed:	1,2,3,4,5,6
Non-Marked:	No		
Assessment Description: Students will be given a single assignment based on a portfolio of issues. The portfolio will assess the student's ability to analyse and understand the link between HRM theory and their own organisations approach to people management, requiring them to apply their learning in specific circumstances This may include but not limited to: Production of a job description and person specification for a specific job in their own organisation A proposal for the application of flexibility to their organisation Training and development plan for their own staff, team, section of organisation as appropriate Evaluation of the organisations approach to recruitment and selection and reward management			
No End of Module Assessment			
No Workplace Assessment			
Reassessment Requirement			
Coursework Only <i>This module is reassessed solely on the basis of re-submitted coursework. There is no repeat written examination.</i>			
Reassessment Description Similar assignment or revision and resubmission of initial submission following feedback			

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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
Independent Learning	Independent learning	214	Per Semester	17.83
Total Weekly Contact Hours				3.00

Module Resources	
<i>Recommended Book Resources</i>	
Armstrong, M. & Taylor, S , (2020). A Handbook of Human Resource Management Practice, 15th Ed, Kogan Page, London. Carbery, R. & Cross, C, (2019), Human Resource Management. 2nd Edition, Red Globe, London.	
<i>Supplementary Book Resources</i>	
Beardwell, J. & Thompson, A , (2017) , Human Resource Management, A Contemporary Approach. 8th Ed , Pearson, Harlow. Torrington, D, Hall, L, Taylor, S. & Atkinson, C , (2020), Human Resource Management, 11th Ed , Pearson, Harlow.	
<i>Supplementary Article/Paper Resources</i>	
Human Resource Management Journal. HR Focus. Human Relations. Human Resource Management. Human Resource Management International Digest. IBEC Human. People Focus. Personnel Journal. People Management. Personnel Management Plus. Personnel Review. Personnel Today.	
<i>Other Resources</i>	
[Website], http://www.cipd.co.uk. [Website], http://www.hrmguide.co.uk. [Website], http://www.chrs.net/Articles.html. [Website], http://www.humanresources.about.com/. [Website], http://ncirl.ie/HRMIreland. [Website], http://www.peoplemanagement.co.uk. [Website], http://shrm.org.	
Discussion Note:	