

H7HTPP: HR Professional Practice

Module Code:	H7HTPP
Long Title	HR Professional Practice APPROVED
Title	HR Professional Practice
Module Level:	LEVEL 7
EQF Level:	6
EHEA Level:	First Cycle
Credits:	5
Module Coordinator:	COLETTE DARCY
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	Reflect on the ethical challenges facing International HR
LO2	Debate how HR can build diverse, inclusive organisations
LO3	Analyse your verbal communication style and consider how to influence others
LO4	Recognise what it means to be a people professional and devise a plan for your own continuing professional development
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)

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Module Content & Assessment			
Indicative Content			
Ethics Ethical concepts and theories Business case for ethical behaviour Ethical conflicts HR Ethical dilemmas Encouraging ethical behaviour in international organisations			
Diversity & Inclusion Differences between equality and diversity Forms of diversity Business case for diverse, inclusive organisations Role of HR in building a diverse, inclusive organisational culture			
Communications & Influencing Verbal communication skills Influencing skills Value of collaborative working relationships			
Continuing Professional Development & Development Plan Continuing professional development CIPD Profession map Devising development plan for your own career			
Assessment Breakdown			%
Coursework			100.00%
Assessments			
Full Time			
Coursework			
Assessment Type:	Written Project	% of total:	100
Assessment Date:	n/a	Outcome addressed:	1,2,3,4
Non-Marked:	No		
Assessment Description: A written project covering all learning outcomes submitted on module completion. Learners will be expected to show evidence of outside reading and marks will be awarded for depth of reflection and comprehensiveness of plan for future development. The assignment brief will be issued to learners at the start of the module.			
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 Repeat Assessment is re-submission of written project. One re-submission attempt allowed.			

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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	24	Per Semester	2.00
Directed Learning	Directed e-learning	4	Per Semester	0.33
Independent Learning	Independent learning	97	Per Semester	8.08
Total Weekly Contact Hours				2.33

Module Resources	
<i>Recommended Book Resources</i>	
<p>Taylor, S. and Perkins, G. 2021, Work and Employment in a Changing Business Environment. CIPD Kogan Page.</p> <p>Frost, S. and Kalman, D.. 2016, Inclusive talent management: how business can thrive in an age of diversity. London: Kogan Page..</p> <p>Friedman, A. L. 2012, Continuing professional development. Routledge, Abingdon, UK.</p>	
<i>Supplementary Book Resources</i>	
<p>Moon, J. A.. 2015, Reflection in learning & professional development: Theory & practice. Kogan Page.</p> <p>Dowson, P. & Robinson, S.. 2012, Business Ethics in Practice, 1st. CIPD, London.</p> <p>Horn, R.. 2009, The business skills handbook. London: CIPD Kogan Page..</p>	
<i>This module does not have any article/paper resources</i>	
<i>Other Resources</i>	
<p>[Website], https://peopleprofession.cipd.org/learning.</p> <p>[Website], Human Resources Available.</p> <p>[Website], People Management Available.</p> <p>[Website], Personnel Today Available.</p> <p>[Website], www.cipd.co.uk.</p>	
Discussion Note:	