

## H7CRP: HRM in the Corporate Framework

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| Module Code:  | H7CRP   |
| Long Title  | HRM in the Corporate Framework <b>APPROVED</b>  |
| Title   | HRM in the Corporate Framework  |
| Module Level:   | LEVEL 7   |
| EQF Level:  | 6   |
| EHEA Level:   | First Cycle   |
| Credits:  | 10  |
| Module Coordinator:   | BRONWYN MCFARLANE   |
| Module Author:  | CAITRIONA HUGHES  |
| 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   | Evaluate the International Business Context and role of Human Resources                             |
| LO2   | Explain organisational strategy and its relationship to people strategy and the employee life-cycle |
| LO3   | Review the impact of HR on organisational culture and performance                                   |
| LO4   | Analyse the role of HR in managing change   |
| LO5   | Identify the role of technology in HR   |
| LO6   | Examine the use of Human Capital metrics in organisations   |
| <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>Business Context of HR</b><br>External analysis of the international business context using tools such as SWOT, iPESTLE etc Contemporary factors impacting business decisions such as EU, Brexit, talent shortages etc Current priorities of organisations in Ireland   |                 |                           |             |
| <b>Organisational strategy</b><br>Explaining organisational strategy Connections between organisational strategy and people strategy HR supporting organisational strategy Impact of HR on the employee life-cycle in an organisation  |                 |                           |             |
| <b>Organisational Culture</b><br>Introducing organisational culture Creating a strong organisational culture Impact of HR on organisational behaviour, culture and performance How organisational culture benefits different stakeholders  |                 |                           |             |
| <b>Change Management</b><br>Drivers of change Overview of change management models Role of HR in managing successful organisational change   |                 |                           |             |
| <b>Technology in HR</b><br>Impact of technology on employment Purpose of technology in HR Impact of technology on HR operations Challenges of technology in organisations  |                 |                           |             |
| <b>Human Capital</b><br>Introduce human capital and intellectual capital Human capital metrics Balanced scorecard  |                 |                           |             |
| Assessment Breakdown   |                 |                           | %           |
| End of Module Assessment   |                 |                           | 100.00%     |
| Assessments  |                 |                           |             |
| Full Time  |                 |                           |             |
| No Coursework  |                 |                           |             |
| End of Module Assessment   |                 |                           |             |
| <b>Assessment Type:</b>  | Terminal Exam   | <b>% of total:</b>        | 100         |
| <b>Assessment Date:</b>  | End-of-Semester | <b>Outcome addressed:</b> | 1,2,3,4,5,6 |
| <b>Non-Marked:</b>   | No              |                           |             |
| <b>Assessment Description:</b><br>End of module, open-book terminal examination, consisting of a two-hour exam where learners have to answer three out of four questions. There is a reduced choice of questions compared to a standard, closed-book exam as learners can view their notes. 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 core texts. |                 |                           |             |
| No Workplace Assessment  |                 |                           |             |
| Reassessment Requirement   |                 |                           |             |
| <b>Repeat examination</b><br><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>   |                 |                           |             |
| <b>Reassessment Description</b><br>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.  |                 |                           |             |

## H7CRP: HRM in the Corporate Framework

| 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                            |
| Workload: Part Time                  |   |       |                   |                                 |
| Workload Type                        | Workload Description  | Hours | Frequency         | Average Weekly Learner Workload |
| Lecturer Supervised Learning         | 30 hours lecture contact and 6 hours blended/ online. To be delivered in Block 2. | 36    | Per 15 week block | 2.40                            |
| Independent Learning                 | Block 2   | 214   | Per 15 week block | 14.27                           |
| Total Weekly Contact Hours           |   |       |                   | 2.40                            |

| Module Resources  |   |
|---|---|
| <i>Recommended Book Resources</i>   |   |
| <p>ARMSTRONG M. (2020), Armstrong's Handbook of Strategic Human Resource Management, 7th Edition. Kogan Page.</p> <p>CARBERY R., CROSS C., Ed.s. (2018), Human Resource Management, 2nd edition. Red Globe Press.</p> <p>TORRINGTON D., TAYLOR S., HALL L., ATKINSON. (2020), Human Resource Management, 11th edition. Pearson.</p>   |   |
| <i>Supplementary Book Resources</i>   |   |
| <p>GUNNIGLE, Patrick; HERATY, Noreen; MORELY, Michael. (2017), Resource Management in Ireland, 5th Edition. Institute of Public Administration (IPA).</p> <p>MONKS K., HARNEY B. Ed.s. (2014), Strategic HRM: Research and Practice in Ireland, Open Press.</p> <p>BEARDWELL J., CLAYDON T. (2017), Human Resource Management: A Contemporary Approach, 8th edition. Pearson.</p> |   |
| <i>This module does not have any article/paper resources</i>  |   |
| <i>Other Resources</i>  |   |
| <p>[website], CIPD. Chartered Institute of Personnel &amp; Development, London, CIPD,<br/> <a href="http://www.cipd.co.uk">http://www.cipd.co.uk</a></p>  |   |
| <b>Discussion Note:</b>   | Annual programme review - changes to assessment |