

H7RTP: Resourcing and Talent Planning

Module Code:	H7RTP
Long Title	Resourcing and Talent Planning APPROVED
Title	Resourcing and Talent Planning
Module Level:	LEVEL 7
EQF Level:	6
EHEA Level:	First Cycle
Credits:	10
Module Coordinator:	COLETTE DARCY
Module Author:	FRANCIS BLACK
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	Show an awareness of and be able to undertake core talent planning activities in light of key contemporary labour market trends.
LO2	Demonstrate the knowledge and capability to contribute effectively to the development of resourcing strategies
LO3	Effectively manage the full range of organisational recruitment and selection activities, consistent with the standards of professional best practice and within the framework of relevant legislation in Ireland.
LO4	Demonstrate the knowledge and ability to manage employee retention effectively.
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			
Employment markets Contemporary trends in the Irish Labour Market and internationally Role of government, employers and trade unions in meeting future skills needs Concept and significance of tight and loose labour markets International Resourcing			
Planning for Talent and Talent Management Talent Management and the Talent Management loop Stages in HR/workforce planning and its use in practice The case for and against HR planning Adapting traditional HR planning Succession Planning			
Resourcing Job analysis - competency frameworks, job design and job sculpting Recruitment Advertising Strategy - employer brand, social media and recruitment options Alternative recruitment methods - informal approaches, use of agencies, educational liaison Selection approaches - shortlisting, interviews, references, pre-employment checks Advanced method of employee selection - biodata, assessment centres, personality tests, ability tests, gamification. Evaluating selection methods - reliability, validity and efficacy Recruitment, selection and the legal context - ethical issues and legal compliance			
Employee Retention Measuring and analysing turnover – voluntary, involuntary, costing & benchmarking Reasons for leaving & exit routes Employee retention and reward Employee retention and development opportunities Employee retention and effective line management Measuring effectiveness of retention of talent initiatives			
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
Non-Marked:	No		
Assessment Description: The assessment is a team-based assessment and is worth 100% of the marks for the module. It will examine all learning outcomes. As part of a small team, learners are required to design a detailed Recruitment and Selection plan for a position of their choice, grounded in sources of best practice. They are also asked to write a retention plan for the job role. The assignment brief will be issued to learners at the start of the module.			
Assessment Type:	Formative Assessment	% of total:	Non-Marked
Assessment Date:	n/a	Outcome addressed:	1,2,3,4
Non-Marked:	Yes		
Assessment Description: Formative assessment activities will be undertaken during classes, for example: Writing a job description exercise Crafting a person specification exercise Critiquing a job advertisement exercise Case studies Students will work on these activities in small groups (or occasionally on their own). Groups and/or individuals will present back their solutions and recommendations. Discussion will be facilitated and in class feedback on their solutions to cases/ exercise will be given.			
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 Strategy: Feedback on work submitted will be given and the Repeat Assignment will involve reflection on that feedback and improving and reworking the original submission. In some instances, an alternative new assignment may be given.			

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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	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	To be delivered in block 1	24	Every Week	24.00
Independent Learning	Block 1	101	Every Week	101.00
Total Weekly Contact Hours				24.00

Module Resources	
<i>Recommended Book Resources</i>	
Taylor, S. (2019), <i>Resourcing and Talent Management</i> , 7. CIPD, London, [ISBN: 658.3].	
<i>Supplementary Book Resources</i>	
COOK, M. (2016), <i>Personnel Selection: adding Value through People – a changing picture</i>, 6th edition. Wiley Blackwell. Gunnigle, P. Heraty, N & Morley M.J. (2017), <i>Human Resource Management in Ireland</i>, 5th Ed. Gill & Macmillan, Dublin. Carbery, R. Cross, C (eds).. (2018), <i>Human Resource Management</i>, 2nd Ed.. Macmillan, Dublin. Torrington, D, Hall, L & Taylor, S, Atkinson, C. (2017), <i>Human Resource Management</i>, 10th Edition. Pearson, Harlow, available as an e-book in the NCI library catalogue. Chapter 8 and chapter 9 are relevant for this module: Chapter 8 – Recruitment & Chapter 9 – Selection methods and decisions. Wilkinson, A, Redman, T & Dundon, T. (2017), <i>Contemporary Human Resource Management – Text and Cases</i>, 5th Edition. Pearson, Harlow, Chapter 3 – Recruitment & Chapter 4 – Selection. Available online from library (also hard copies). Armstrong, Michael. (2020), <i>Handbook of Human Resource Management Practice</i>, 15th Edition. Chapter 24, Recruitment and Selection, London. Taylor, S. (2008), <i>People Resourcing</i>, 4th Ed. CIPD, London (several hard copies in the library – although an older text this book is very good on core principles of best practice Recruitment & Selection). SUFF, R. (2006), Using employer websites to attract new recruits, <i>IRS Employment Review</i>, No 845, 21 April. pp.42-45.. CIPD (2012) 'LinkedIn will not replace CVs' <i>People Management</i>, March 2012 London: CIPD.	
<i>This module does not have any article/paper resources</i>	
<i>Other Resources</i>	
[Website], CIPD Website, http://www.cipd.co.uk [Website], A head for hiring – the behavioural science of recruitment (2015); available at, http://www.cipd.co.uk/knowledge/culture/behaviour/recruitment-report [Website], Making recruitment supply chains work (2014); available at, https://www.cipd.co.uk/Images/chain-reaction_2014-making-recruitment-supply-chains-work_tcm18-10938.pdf	
Discussion Note:	