

## H8CIHRM: Contemporary Issues in HRM

Module Code:	H8CIHRM
Long Title	Contemporary Issues in HRM <b>APPROVED</b>
Title	Contemporary Issues in HRM
Module Level:	LEVEL 8
EQF Level:	6
EHEA Level:	First Cycle
Credits:	10
Module Coordinator:	COLETTE DARCY
Module Author:	BRONWYN MCFARLANE
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	Recognise the key emerging issues associated with HRM
LO2	Evaluate what challenges these issues pose to our existing understanding of the literature and theory in this area
LO3	Critique individual and organisational strategies and approaches in coping with contemporary and emerging HR issues
LO4	Evaluate evidence from case studies and the practitioner literature of the existence of new management and organisational practices in HRM.
LO5	Examine current trends in HRM and critically debate their practical implications for organisations and employees.
<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>Diversity and Inclusion – a critical analysis</b> Context of managing diversity Implementing diversity initiatives – strategic challenges & limitations Developing an anti-racism strategy Critique of Global diversity management Do diversity & inclusion initiatives really deliver?			
<b>Workplace Bullying</b> Defining workplace bullying and its prevalence The role of power and dependency in workplace bullying Bullying behaviours, frequency and risk groups Organisational and individual impacts Antecedents individual, environmental Prevention and management – evaluation of efficacy			
<b>Emotion at Work</b> Emotion in Management Theory & Practice Bolton's typology of emotion management Harmful Aspects of emotional labour – burnout and wellbeing Coping strategies Emotional Intelligence Resilience			
<b>Wellbeing</b> Defining Wellbeing From welfare to wellbeing – the HRM role Wellbeing and performance Competing perspectives – mutual gains or conflicting outcomes Absence management and wellbeing Critique of HRM approaches to wellbeing Trends in workplace wellbeing Wellbeing – strategies and practice			
<b>HRM and Technology</b> Technology and work – issues and debates Control and surveillance Facing the challenges of new technologies Features of algorithmic control in the workplace Social media and algorithmic management: recruitment and selection HRM role managing social media and digital technologies			
<b>The Future of Work</b> New technologies and the future of work Rise of digital platforms and precarious work How AI, robots and automation is shaping work – ethical considerations and the role of HRM Climate change and the future of work Downsizing dirty industries Ensuring a just transition – ethical considerations Ageing populations and the demographic shift Investing in a care workforce Active ageing, Age discrimination Issues and later retirement			
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> Learners will be given an essay focused on exploring one or more of the topics from the module in some depth, using appropriate academic and practitioner literature. Learners will be required to provide evidence of critical insight into contemporary issues. Marks will be awarded based on clarity, structure, relevant examples & literature used, depth of topic knowledge and critical evaluation. The assignment brief will be issued to learners at the start of the module			
<b>Assessment Type:</b>	Formative Assessment	<b>% of total:</b>	Non-Marked
<b>Assessment Date:</b>	n/a	<b>Outcome addressed:</b>	1,2,3,4,5
<b>Non-Marked:</b>	Yes		
<b>Assessment Description:</b> A number of formative assessments (case studies and group exercises) will be given during class. Students will work on these in small groups (or on their own). Groups and/or individuals will present back their findings and recommendations. Discussion will be facilitated and in class feedback on their presentation and understanding of the key topics in the cases/ exercise will be given.			
No End of Module Assessment			
No Workplace Assessment			
Reassessment Requirement			
<b>Repeat examination</b> <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> Individual feedback will be provided to the student. Repeat assessment will be a reworked essay or case study based on feedback given and scheduled for submission at the end of the stage.			

## H8CIHRM: Contemporary Issues in HRM

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	
<i>Recommended Book Resources</i>	
(2016), Wilkinson, A., Redman, T. and Dundon, T. (2021) Contemporary human resource management: text and cases; Sage Publishing. (6th edition)., Pearson, Harlow.	
<i>Supplementary Book Resources</i>	
<p>Carbery, R. &amp; Cross, C. (2019), Human Resource Management, 2nd Ed. Palgrave Macmillan Basingstoke, Hard copies available. Ebook available in library.</p> <p>Armstrong, M &amp; Taylor, S. (2020), Handbook of Human Resource Management Practice, 15th Edition. Kogan Page (Other editions also suitable) Ebook available in library.</p> <p>Torrington, D. Hall, L. &amp; Taylor, S. &amp; Atkinson, C. (2020), Human Resource Management, 11th Edition. Kogan Page.</p>	
<i>Recommended Article/Paper Resources</i>	
<p>Human Resource Management Journal provocation Series Papers: HRM in the 21st century.</p> <p>International Journal of HRM.</p> <p>European Journal of Work and Organisational Psychology.</p> <p>Human Resource Management Review.</p> <p>Journal of Human Resources.</p>	
<i>Supplementary Article/Paper Resources</i>	
<p>CIPD. People Management.</p> <p>Irish Journal of Management.</p>	
<i>Other Resources</i>	
<p>[Website], Chartered Institute of Personnel &amp; Development,  <a href="http://www.cipd.co.uk">http://www.cipd.co.uk</a></p> <p>[Website], Society of Human Resource Management,  <a href="http://www.shrm.org">http://www.shrm.org</a></p>	
Discussion Note:	