

Long Title:	Contemporary Issues in Reward Management
Module Code:	H8CIRM
Credits:	5
NFQ Level:	LEVEL 8
Field of Study:	Management and administration
Module Delivered in	3 programme(s)
Module Coordinator:	
Module editor:	Administrator Account
Teaching and Learning Strategy:	The learning strategy involves the use of lectures, tutorials, case studies and class discussions as appropriate. Students will also have access to web based support
Learning Environment:	Learning will take place in a classroom environment with lecturer access to IT resources. Students will have access to legal databases such as Westlaw and Justis and will be required to read and apply decisions available from www.workplacerelements.ie to practical problems. The module materials will be available electronically.
Module Description:	The aim of this module is give students the knowledge and skills to be able to review and understand reward management and how it can be utilised to effectively reward, motivate, drive change and behaviours and contribute to the overall HR structure supporting the organisational goals and strategies.

Learning Outcomes	
On successful completion of this module the learner will be able to:	
LO1	LO1. Develop approaches to reward management that can be adopted and contribute to organizational effectiveness
LO2	LO2. Understand how reward management can be impacted by the external markets and competitive environment
LO3	LO3. Carry out basic role analysis and draw on benchmarking and other factors affecting pay to advise on appropriate reward systems and remuneration packages
LO4	LO4. Understand the various elements of remuneration packages including basic pay and pay at risk e.g. bonuses, commissions
LO5	LO5. Develop a knowledge of the basic terminology and elements involved in pension schemes
LO6	LO6. Have the ability to research, develop, write and present a project on a reward management issue

Pre-requisite learning
Module Recommendations <i>This is prior learning (or a practical skill) that is required before enrolment on this module. While the prior learning is expressed as named NCI module(s) it also allows for learning (in another module or modules) which is equivalent to the learning specified in the named module(s).</i>
No recommendations listed
Requirements <i>This is prior learning (or a practical skill) that is mandatory before enrolment in this module is allowed. You may not enrol on this module if you have not acquired the learning specified in this section.</i>
No requirements listed

Module Content & Assessment

Indicative Content

Competitive Environment

Impact on Reward Management Economic Impact on Reward Ethics in Reward Management

Engagement and Organizational Commitment

Role of Reward in The Psychological Contract

Job Evaluation Schemes

Role Analysis Equal Pay Developing Grade and Pay Structures

Performance Management and Reward

Organisational Performance Linked to Pay and Balanced Scorecards Reward and Competency Frameworks

Reward Management for Special Groups

Reward for Directors and Senior Managers International Reward Rewarding Sales Staff or other groups with higher pay at risk Benefits Packages e.g. Profit Share Schemes

Introduction to Pension Scheme

Private Pension Scheme and State Pensions Income Tiers and Pensions Calculating Pensions and Pensionable Pay Additional Voluntary Contributions Trust Deeds Pensions and Taxation Types of Pensions Defined Benefit Schemes Defined Contribution Schemes PRSA's

Teaching methodology

The learning strategy involves the use of lectures, tutorials, case studies and class discussions as appropriate. Students will also have access to web based support.

Assessment Breakdown

	%
Coursework	40.00%
End of Module Assessment	60.00%

Full Time

Coursework

Assessment Type	Assessment Description	Outcome addressed	% of total	Assessment Date
Essay	Students will be given an essay based project that requires them to analyse an organisation's reward structure and the environment they work in with a view to making recommendations on the appropriate reward structure for a Special Group within the organisation. Students will be given a case study to base their analysis on. The essay required length will be 1,500 words. The project will be graded according to clarity, structure, with reference to materials covered, theories and research in the field	2,3,4,5,6	40.00	n/a

End of Module Assessment

Assessment Type	Assessment Description	Outcome addressed	% of total	Assessment Date
Terminal Exam	End-of-Semester Final Examination	1,2,3,4,5,6	60.00	End-of-Semester

No Workplace Assessment

NCIRL reserves the right to alter the nature and timings of assessment

Module Workload

Workload: Full Time				
<i>Workload Type</i>	<i>Workload Description</i>	<i>Hours</i>	<i>Frequency</i>	<i>Average Weekly Learner Workload</i>
Lecture	No Description	2	Every Week	2.00
Seminars	No Description	1	Every Week	1.00
Independent Learning	No Description	7.5	Every Week	7.50
Total Hours				10.50
Total Weekly Learner Workload				10.50
Total Weekly Contact Hours				3.00

Workload: Part Time				
<i>Workload Type</i>	<i>Workload Description</i>	<i>Hours</i>	<i>Frequency</i>	<i>Average Weekly Learner Workload</i>
Lecture	No Description	2	Every Week	2.00
Total Hours				2.00
Total Weekly Learner Workload				2.00
Total Weekly Contact Hours				2.00

Module Resources

Recommended Book Resources

ARMSTRONG, M., 2007 A Handbook of Employee Reward Management and Practice, 2nd Edition, Kogan Page, *na*

Supplementary Book Resources

PERKINS, S., WHITE, G., 2008 Employee Reward, Alternatives, Consequences and Context, CIPD, *na*

BEARDWELL J., CLAYDON T., 2007 Human Resource Management, Prentice Hall, *na*

GUNNIGLE P., HERATY N. MORLEY M., 2006 Human Resource Management in Ireland 3rd Edition, Gill & MacMillan, *na*

ARMSTRONG, M., BROWN, D., 2006 Strategic Reward Making it Happen , Kogan Page, *na*

KENNY P., 2004 Understanding Pensions, The Friendly Guide to Pensions 2nd Edition, Dept. of Social and Family Affairs, *na*

This module does not have any article/paper resources

This module does not have any other resources

Module Delivered in

Programme Code	Programme	Semester	Delivery
BAHHRD	BA (Honours) in Human Resource Management	6	Optional
BAHACC	BA Honours in Accounting	6	Group Elective 2
BAHPSYCH	Bachelor of Arts (Hons) Psychology	6	Group Elective 1B