

H7HRDPP: HRD Professional Practice

Module Code:	H7HRDPP
Long Title	HRD Professional Practice APPROVED
Title	HRD Professional Practice
Module Level:	LEVEL 7
EQF Level:	6
EHEA Level:	First Cycle
Credits:	5
Module Coordinator:	EDITH RACHEL DOHERTY
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	Evaluate the ethical challenges facing HRD
LO2	Discuss how HRD can build diverse, inclusive organisations which go beyond legal requirements
LO3	Examine your own verbal communication and influencing style and consider how to improve it.
LO4	Identify the elements of being a Professional in Human Resources 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.

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Module Content & Assessment	
Indicative Content	
Ethics Ethical concepts and theories Business case for ethical behaviour and sustainability Ethical conflicts HRD Ethical dilemmas Encouraging ethical behaviour in organisations	
Diversity & Inclusion Differences between equality and diversity Equality legislation Forms of diversity Business case for diverse, inclusive organisations Role of HRD 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 Reflective Learning	
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.			
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				
<i>Workload Type</i>	<i>Workload Description</i>	<i>Hours</i>	<i>Frequency</i>	<i>Average Weekly Learner Workload</i>
Lecture	Classroom and demonstrations	21	Per Semester	1.75
Independent Learning	Independent learning	104	Per Semester	8.67
Total Weekly Contact Hours				1.75

Module Resources

Recommended Book Resources

- Taylor, S. and Perkins, G. (2021), *Work and Employment in a Changing Business Environment*, CIPD Kogan Page.
- Frost, S. and Kalman, D. (2016), *Inclusive talent management: how business can thrive in an age of diversity*, Kogan Page, London.
- Moon, J. A. (2015), *Reflection in learning & professional development*, Theory & practice.
- Friedman, A. L. (2012), *Continuing professional development*.
- Dowson, P. & Robinson, S. (2012), *Business Ethics in Practice*, 1st. CIPD, London.
- Horn, R. (2009), *The business skills handbook*, CIPD Kogan Page, London.

This module does not have any article/paper resources

Other Resources

- [Website], <https://peopleprofession.cipd.org/learning>.
- [Website], Human Resources,
<http://www.hrmagazine.co.uk/>
- [Website], People Management,
<http://www.peoplemanagement.co.uk>
- [Website], Personnel Today,
<http://www.personneltoday.com>
- [Website], www.cipd.co.uk.

Discussion Note: