

HRM H1003: Human Resource Management

| Module Details | |
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| Module Code: | HRM H1003 |
| Full Title: | Human Resource Management APPROVED |
| Valid From:: | Semester 1 - 2019/20 (June 2019) |
| Language of Instruction: | |
| Duration: | 1 Semester |
| Credits:: | 5 |
| Module Owner:: | Anne Kierans |
| Departments: | Unknown |
| Module Description: | The aim of this module is to provide students with an introduction to human resource management, its approaches, practices and policies together with a knowledge of the Irish industrial relations system. |

| Module Learning Outcome | |
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| On successful completion of this module the learner will be able to: | |
| # | Module Learning Outcome Description |
| MLO1 | Define the nature of human resource management and evaluate a selection of HR practices including: human resource planning, recruitment, selection, performance and reward management, and human resource development. |
| MLO2 | Critically analyse the changing contexts of employment relations including the role of the State in industrial relations in Ireland. |
| MLO3 | Explain how to create an employment contract having regard to the relevant employment legislation. |
| MLO4 | Design procedures for use in the workplace e.g. Grievance Procedures, Disciplinary Procedures and Procedures for dealing with Harassment and Bullying in the workplace. |
| Pre-requisite learning | |
| Module Recommendations <i>This is prior learning (or a practical skill) that is strongly recommended before enrolment in this module. You may enrol in this module if you have not acquired the recommended learning but you will have considerable difficulty in passing (i.e. achieving the learning outcomes of) the module. While the prior learning is expressed as named DkIT 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 | |

| Module Indicative Content | |
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| The Nature of Human Resource Management The historical development of HRM; HR activities; strategy, policy and practice in HRM; the specialist HR function. | |
| Employee Relations Introduction to Employment Law; industrial relations; the psychological contract; grievance procedures; disciplinary procedures; health, safety and well-being of employees. | |
| Human Resource Planning and Recruitment The human resource planning process; analysing the existing supply of labour; forecasting the demand for labour; forecasting the supply of labour; the labour market; the flexible firm; job analysis; the recruitment phase. | |
| Selection Screening and shortlisting; main techniques of candidate assessment, conducting an effective selection interview, Testing; placement, induction and follow-up. | |
| Managing and Appraising Performance The nature and process of performance management, performance appraisal methods; common errors and biases in the appraisal process and conducting an effective performance appraisal interview. | |
| Reward Management The scope of reward management; the requirements of an effective reward system; determining the relative value of jobs; payment systems; fringe benefits; pay as a motivator. | |
| Human Resource Development The process of learning, training and development; learning, training and development methods; evaluation of learning, career development and management. | |
| Module Assessment | |
| Assessment Breakdown | % |
| Course Work | 20.00% |
| Final Examination | 80.00% |
| Module Special Regulation | |
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Assessments

| Full Time On Campus | | | |
|---|-----------------------|-------------------------|-------|
| Course Work | | | |
| Assessment Type | Continuous Assessment | % of Total Mark | 20 |
| Marks Out Of | 100 | Pass Mark | 40 |
| Timing | S1 Week 5 | Learning Outcome | 1,2 |
| Duration in minutes | 60 | | |
| Assessment Description Individual class test in the form of a multiple choice questionnaire. | | | |
| No Project | | | |
| No Practical | | | |
| Final Examination | | | |
| Assessment Type | Formal Exam | % of Total Mark | 80 |
| Marks Out Of | 100 | Pass Mark | 40 |
| Timing | End-of-Semester | Learning Outcome | 1,3,4 |
| Duration in minutes | 120 | | |
| Assessment Description n/a | | | |
| Reassessment Requirement | | | |
| A repeat examination 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. | | | |
| Reassessment Description Repeat coursework will be in the form of an individual multiple choice questionnaire. This will take place in week 13. | | | |

Module Workload

Workload: Full Time On Campus

| <i>Workload Type</i> | <i>Contact Type</i> | <i>Workload Description</i> | <i>Frequency</i> | <i>Average Weekly Learner Workload</i> | <i>Hours</i> |
|----------------------|---------------------|-----------------------------|------------------|--|--------------|
| Lecture | Contact | No Description | Every Week | 3.00 | 3 |
| Directed Reading | Non Contact | No Description | Every Week | 3.00 | 3 |
| Independent Study | Non Contact | No Description | Every Week | 3.00 | 3 |
| | | | | Total Weekly Learner Workload | 9.00 |
| | | | | Total Weekly Contact Hours | 3.00 |

Workload: Part Time On Campus

| <i>Workload Type</i> | <i>Contact Type</i> | <i>Workload Description</i> | <i>Frequency</i> | <i>Average Weekly Learner Workload</i> | <i>Hours</i> |
|----------------------|---------------------|-----------------------------|------------------|--|--------------|
| Lecture | Contact | No Description | Every Week | 2.00 | 2 |
| Directed Reading | Non Contact | No Description | Every Week | 4.00 | 4 |
| Independent Study | Non Contact | No Description | Every Week | 3.00 | 3 |
| | | | | Total Weekly Learner Workload | 9.00 |
| | | | | Total Weekly Contact Hours | 2.00 |

| Module Resources |
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| <i>Recommended Book Resources</i> |
| Gunnigle P., Heraty N., Morley M.J.. (2017), Human Resource Management in Ireland, 5th Edition. The Institute of Public Administration, [ISBN: 9781910393178]. |
| <i>Supplementary Book Resources</i> |
| <p>Carbery Ronan and Cross, Christine. (2019), Human Resource Management, A Concise Introduction, 2nd Edition. Macmillan International Higher Education.</p> <p>Leatherbarrow, Charles and Fletcher, Janet. (2018), Introduction to Human Resource Management - A Guide to HR Practice, 4th Edition. CIPD - Kogan Page.</p> <p>Page-Tickell, Rebecca. (2018), Learning & Development - A Practical Introduction, 2nd Edition. CIPD - Kogan Page.</p> <p>Reidy, Linda. (2015), Make-that-Grade, Human Resource Management, 4th Edition. Gill Education.</p> <p>Taylor, Stephen. (2018), Resourcing and Talent Management, 7th Edition. CIPD-Kogan Page.</p> <p>Wallace J., Gunnigle P., McMahon, G., O'Sullivan J.. (2013), Industrial Relations in Ireland, 4th. Gill Education.</p> |
| <i>This module does not have any article/paper resources</i> |
| <i>Other Resources</i> |
| <p>Journal, CIPD. People Management.</p> <p>Journal, Industrial Relations News.</p> <p>website, www.eurofound.europa.eu.</p> <p>website, www.workplacerelations.ie.</p> <p>website, www.cipd.co.uk.</p> <p>Databases, Library Ebscohost.</p> <p>Website, www.lc.ie.</p> |