

Full Title	Human Resource Development		
Status	Uploaded to Banner	Start Term	2018
NFQ Level	06	ECTS Credits	05
Module Code	MGMT06049	Duration	Semester - (13 Weeks)
Grading Mode		Department	Business
Module Author	Colm Kelleher		
Co Authors	Yvonne Healy		

Module Description

Human Resource Development is the second of two modules in Human Resource Management that is completed by all students in the Department of Management. These modules will cover all the major areas of HRM and map closely to the CIPD professional standards.

Learning Outcomes on completion of this module the learner will/should be able to;

1. Explain Performance Management and its associated processes including, interalia, coaching
2. Explain the factors which influence an organisation's pay and reward decisions, and develop reward systems appropriate to the organisation
3. Demonstrate an understanding of the benefits of L&D for individuals and teams, organisations and society, and assess different approaches to the development of L&D strategies
4. Identify how relevant human factors affect health and safety behaviour and explain the role of the HRM function in promoting health, safety and wellbeing at work.
5. Explain the nature of the employment relationship
6. Describe how HRM practices are adapted when operating in an international context

Indicative Syllabus

Performance Management

Performance Management Review Process, Performance Feedback, Role of line manager in managing performance.

Reward Management

The Reward Package, Balancing internal consistency and external competitiveness, Total Reward and non-financial rewards.

Learning & Development

People as a source of competitive advantage, Strategic benefits of good practice L&D, L&D needs analysis, formulation of L&D objectives, selection of appropriate L&D strategies, evaluation.

Health & Safety and Well-being basics

Understanding the significance of ensuring health, safety and wellbeing of all employees, Developing an organisational culture that truly believes in the value of safe working behaviours, Understanding why accidents occur to lessen the likelihood of future occurrences, The effect of ergonomic and job design characteristics.

Introduction to the employment relationship

The employment relationship, Dealing with conflict in the workplace, The State's involvement in conflict resolution.

International HRM

Introduction to the field of international human resource management (IHRM), The impact of globalisation on HRM, The transfer of HRM practices within MNCs, The management of employees on international assignments.

Teaching and Learning Strategy

Students will be expected to complete a series of lectures and to complete independent study to develop their knowledge of HRM. Tutorials will be used to develop HR skills, and provide opportunities for students to get feedback on their progress.

Assessment Strategy

Students will complete an end of year exam that will test their knowledge and their ability to apply their knowledge. They will also complete a piece of continuous assessment during the semester. The assessment type will be reviewed annually with the external examiner. Examples of previous assessments include an individual written project on an assigned topic, a group L&D activity, and an individual activity assessing the value of different HR resources. The details of the CA will be issued to students early in the module.

Repeat Assessment Strategies

Repeat assessment practice will be informed by Institute Code of Practice No 3. It is planned that the assessment for repeating students is a written exam.

End of Semester / Year Formal Exam:		100 %		
Form	Title	Percent	Week (Indicative)	Learning Outcomes
Assessment	Final Exam	100 %	End of Term	1,2,3,4,5,6

Full Time Average Weekly Workload:			4.00 Hours		
Type	Description	Location	Hours	Frequency	Weekly Avg
Lecture	Lecture	Not Specified	3	Weekly	3.00
Tutorial	Tutorial	Not Specified	1	Weekly	1.00

Recommended Reading Book List

(2013). *Human Resource Management: A Concise Introduction*. Palgrave Macmillan.
ISBN 113700939X ISBN-13 9781137009395

Bratton, J., (2012). *Human Resource Management: Theory and Practice*. Palgrave Macmillan.
ISBN 0230580564 ISBN-13 9780230580565

Gunnigle, P., (2011). *Human Resource Management in Ireland*. Gill & Macmillan Ltd.
ISBN 071714979X ISBN-13 9780717149797

Marchington, M., (2008). *Human Resource Management at Work: People Management and Development*. Chartered Institute of Personnel & Development.
ISBN 1843982005 ISBN-13 9781843982005

Simmonds, D., (2007). *Exploring Human Resource Management*. McGraw-Hill Education.
ISBN 0077111028 ISBN-13 9780077111021

Muller-Camen, M., (2006). *Human Resource Management: A Case Study Approach*. Chartered Institute of Personnel & Development.
ISBN 1843981653 ISBN-13 9781843981657

Non ISBN Literary Resources**Required Reading/Resources:**

Carbery, R., Cross, C. (eds), 2013, *Human Resource Management: A Concise Introduction*, McMillan

Latest editions to be used.

Online Resources

This lists some of the websites that will be useful to students. Additional resources will be identified in class and through the VLE.
www.cipd.co.uk www.shrm.org www.hrdiv.org www.peoplemanagement.co.uk http://europa.eu/legislation_summaries/index_en.htm
www.hrzone.co.uk www.equality.ie www.workplacerelements.ie www.equalitytribunal.ie www.citizensinformation.ie www.employmentrights.ie
www.diversityatwork.net

Other Resources

Additional resources will be identified in class and through the VLE.

Additional Information

None

Programme Membership

GA_BBENG_H08 201800 Bachelor of Business (Honours) with Entrepreneurship
GA_BBENG_B07 201800 Bachelor of Business with Entrepreneurship
GA_BBUAG_H08 201800 Bachelor of Business (Honours)
GA_BBUSG_B07 201800 Bachelor of Business
GA_BFING_B07 201800 Bachelor of Business in Finance
GA_BFING_H08 201800 Bachelor of Business (Honours) in Finance and Economics
GA_BMASG_B07 201800 Bachelor of Business in Marketing and Sales
GA_BBUSG_C06 201800 Higher Certificate in Business
GA_BBISG_B07 201800 Bachelor of Science in Business Information Systems
GA_BBISG_H08 201800 Bachelor of Science (Honours) in Business Information Systems
GA_BBISG_B07 201800 Bachelor of Science in Business Information Systems