

Module Documentation



MGMT06049

Human Resource Development

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MGMT06049

Human Resource Development

Short Title	Human Resource Development		
Full Title	Human Resource Development		
Attendance	N/A	Discipline	345 MANAGEMENT & ADMIN
Coordinator	Colm Kelleher	Department	Business
Co Author(s)	Colm Kelleher		
Official Code	MGMT06049	NFQ Level	06
		ECTS Credit	05

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

Teaching and Learning Strategies

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 Strategies

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 Procedures

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.

Assessment Facilities

None

Module Dependencies

Prerequisite Modules

Human Resource Management 1 Or equivalent module

Corequisite Modules

None

Incompatible Modules

None

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.

CourseWork / Assessment Breakdown

CourseWork / Continuous Assessment	30 %
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End of Semester / Year Formal Examination	70 %
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Coursework Assessment Breakdown

Description	Outcome Assessed	% of Total	Assessment Week
Continuous Assessment	2,3	30	OnGoing

End Exam Assessment Breakdown

Description	Outcome Assessed	% of Total	Assessment Week
Final Exam	1,2,3,4,5,6	70	End of Term

ACCS Mode Workload

Type	Location	Description	Hours	Frequency	Avg Wkly Wrkld
Total Average Weekly Learner Workload 0.00 Hours					

Open Learning Mode Workload

Type	Location	Description	Hours	Frequency	Avg Wkly Wrkld
Total Average Weekly Learner Workload 0.00 Hours					

Distance Learning Mode Workload

Type	Location	Description	Hours	Frequency	Avg Wkly Wrkld
Total Average Weekly Learner Workload 0.00 Hours					

Part Time Mode Workload

Type	Location	Description	Hours	Frequency	Avg Wkly Wrkld
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Total Average Weekly Learner Workload 0.00 Hours

Full Time Mode Workload

Type	Location	Description	Hours	Frequency	Avg Wkly Wrkld
Lecture	Not Specified	Lecture	3	Weekly	3.00
Tutorial	Not Specified	Tutorial	1	Weekly	1.00

Total Average Weekly Learner Workload 4.00 Hours

Online Learning Mode Workload

Type	Location	Description	Hours	Frequency	Avg Wkly Wrkld
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Total Average Weekly Learner Workload 0.00 Hours

Module Resources

Module Book Resources

Required Reading/Resources:

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

Latest editions to be used.

Module Alternate Book Resources

None

Module Other Resources

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

Module URLs

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.workplacereactions.ie www.equalitytribunal.ie www.citizensinformation.ie www.employmentrights.ie www.diversityatwork.net

Additional Information

None

ISBN BookList

Book Details

2013 *Human Resource Management: A Concise Introduction* Palgrave Macmillan
ISBN-10 113700939X ISBN-13 9781137009395

John Bratton 2012 *Human Resource Management: Theory and Practice* Palgrave Macmillan
ISBN-10 0230580564 ISBN-13 9780230580565

Patrick Gunnigle 2011 *Human Resource Management in Ireland* Gill & Macmillan Ltd
ISBN-10 071714979X ISBN-13 9780717149797

Mick Marchington 2008 *Human Resource Management at Work: People Management and Development* Chartered Institute of Personnel & Development
ISBN-10 1843982005 ISBN-13 9781843982005

David Simmonds 2007 *Exploring Human Resource Management* McGraw-Hill Education
ISBN-10 0077111028 ISBN-13 9780077111021

Michael Muller-Camen 2006 *Human Resource Management: A Case Study Approach*
Chartered Institute of Personnel & Development
ISBN-10 1843981653 ISBN-13 9781843981657

Approval Information

School Approval by Deirdre Lusby on 25-03-2015

Academic Council on 25-05-2015

Programme Membership

Code	Intake Year	Programme Title
GA_BBENG_B07	201500	Bachelor of Business with Entrepreneurship
GA_BBENG_H08	201500	Bachelor of Business (Honours) with Entrepreneurship
GA_BFING_H08	201500	Bachelor of Business (Honours) in Finance and Economics
GA_BFING_B07	201500	Bachelor of Business in Finance
GA_BMASG_H08	201500	Bachelor of Business (Honours) in Marketing and Sales
GA_BMASG_B07	201500	Bachelor of Business in Marketing and Sales
GA_BBUAG_H08	201500	Bachelor of Business (Honours)
GA_BBUSG_B07	201500	Bachelor of Business
GA_BBUSI_C06	201500	Higher Certificate in Business