

# Module Documentation



**MGMT06048**

Human Resource Management

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# MGMT06048

## Human Resource Management

Short Title	Human Resource Management		
Full Title	Human Resource Management		
Attendance	N/A	Discipline	345 MANAGEMENT & ADMIN
Coordinator	Colm Kelleher	Department	Business
Co Author(s)	Colm Kelleher		
Official Code	MGMT06048	NFQ Level	06
		ECTS Credit	05

### Module Description

Human Resource Management (HRM) is the first 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's professional standards.

### Learning Outcomes

*On completion of this module the learner will/should be able to*

1. Describe the main activities in HRM, some of the theoretical models underpinning HRM, and outline the historical development of HRM.
2. Describe Human Resource Planning and its contribution to the successful functioning of an organisation, and explain how recruitment is conducted in organisations
3. Explain how selection is conducted in organisations
4. Explain the links between employee induction, turnover and retention and how a strategic approach to their management can increase the potential overall competitiveness and success of the organisation
5. Explain what is meant by workplace equality and demonstrate an understanding of the role of HRM in promoting equality.
6. Explain what diversity and diversity management mean in an organisational context, and outline how diversity management can benefit both employer and employee.

### Teaching and Learning Strategies

Students will complete a series of lectures and 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 a multiple choice exam, a recruitment task where groups were required to complete the Recruitment and Selection processes to fill a vacancy, and an individual written project on an assigned topic. 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

None

##### Corequisite Modules

None

##### Incompatible Modules

None

#### Indicative Syllabus

##### **Introducing Human Resource Management**

HRM Vs Personnel Management, Characteristics of HRM, The HRM Function, Link between business strategy and HRM

##### **Human Resource Planning and Recruitment**

Aligning HRP with the organisation's strategy, The stages in human resource planning (job analysis, job description, person specification and competency framework), Methods of Recruitment, Legislation and recruitment

##### **Selection**

Short-listing, Selection methods, Legislation and Selection, Employee Induction

##### **Turnover and Retention**

Importance of managing induction, turnover and retention, Good Induction practice, Engaging high performing employees

##### **Equality in the Workplace**

Equality and discrimination in the workplace, Reasons and responses, Role of HR, handling complaints, Moving beyond legislation

##### **Managing Diversity in the workplace**

Diverse workplaces; Reasons, benefits and practices for managing diversity

#### CourseWork / Assessment Breakdown

CourseWork / Continuous Assessment 30 %

End of Semester / Year Formal Examination 70 %

#### Coursework Assessment Breakdown

Description	Outcome Assessed	% of Total	Assessment Week
Continuous Assessment	2,3,4	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
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Total Average Weekly Learner Workload 0.00 Hours

#### Open Learning Mode Workload

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

#### Distance Learning Mode Workload

Type	Location	Description	Hours	Frequency	Avg Wkly Wrkld
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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 of all texts should be used.

##### Module Alternate Book Resources

None

##### Module Other Resources

Students will be directed to resources 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](http://www.cipd.co.uk) [www.shrm.org](http://www.shrm.org) [www.hrdiv.org](http://www.hrdiv.org) [www.peoplemanagement.co.uk](http://www.peoplemanagement.co.uk) [http://europa.eu/legislation\\_summaries/index\\_en.htm](http://europa.eu/legislation_summaries/index_en.htm) [www.hrzone.co.uk](http://www.hrzone.co.uk) [www.equality.ie](http://www.equality.ie) [www.workplacereactions.ie](http://www.workplacereactions.ie) [www.equalitytribunal.ie](http://www.equalitytribunal.ie) [www.citizensinformation.ie](http://www.citizensinformation.ie) [www.employmentrights.ie](http://www.employmentrights.ie) [www.diversityatwork.net](http://www.diversityatwork.net)

##### Additional Information

Students are encouraged to attend professional presentations whenever possible. The CIPD Western Region Branch runs a number of events each year that will interest students of HRM. In addition, there are often talks in the college that cover content that can be linked to the study

and practice of HR.

## 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

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