

No Co-requisite modules listed

No requirements listed

MGMT H2312: Human Resource Management 2

	University				
Module Title:			Human Resource Management 2		
Language of Instruction:		n:	English		
Credits:		5			
NFQ Level:		6			
Module Del	ivered In		12 programme(s)		
Teaching & Learning Strategies:			Lectures structured around specific learning objectives. Learning supported by in class discussion and debate and a structured revision programme. E-learning resources including relevant web links, video clips and academic articles. Self-Direct Independent Learning - the emphasis on independent learning will develop a strong and autonomous work and learning practices.		
Module Aim:			This module aims to equip learners with the knowledge and skills to manage employee performance, the employer-employee relationship and the associated activities involved in that relationship. Key principles of Human Resource data management are described. Finally learners will be equipped with the knowledge and skills to create and support an equitable, diverse and inclusive workplace.		
Learning O	utcomes				
On successi	On successful completion of this module the learner should be able to:				
LO1 Describe and apply best practice principles and practices to manage employee performance		oply best practice principles and practices to manage employee performance			
LO2 Describe the pa			rties involved in the employer-employee relationship and explain best practice management of grievances, egotiations.		
LO3	Describe how to create a workplace which respects equality, diversity and inclusion and protects Human Resource data.		create a workplace which respects equality, diversity and inclusion and protects Human Resource data.		
Pre-requisit	te learning				
Module Recommendations This is prior learning (or a practical skill) that is recommended before enrolment in this module.					
No recomme	endations list	ted			
	Incompatible Modules These are modules which have learning outcomes that are too similar to the learning outcomes of this module.				
No incompa	No incompatible modules listed				
Co-requisit	Co-requisite Modules				

RequirementsThis is prior learning (or a practical skill) that is mandatory before enrolment in this module is allowed.



MGMT H2312: Human **Resource Management 2**

Module Content & Assessment

Indicative Content

Performance Management
The nature and purposes of Performance management. Ineffective approaches and methods of Performance Management. The many requirements of an effective Performance management System.

The role of trade unions, employer associations and the state in employee relations.

Employee relations practice
The management of grievances, discipline and negotiations.

Equality, Diversity and Inclusion
Equality legislation, prevention of work place bullying strategies and promotion of an inclusive and respectful work environment

Information and communication technology in Human Resource Management
Why records are important in Human Resource (HR) Management, types of HR records and an outline of key principles of data protection.

Assessment Breakdown	%	
Continuous Assessment	100.00%	

Continuous Assessment				
Assessment Type	Assessment Description	Outcome addressed	% of total	Assessment Date
Other	In class examination/test/online MCQ	1,2,3	100.00	Week 10

No Project	
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No Practical

No End of Module Formal Examination

SETU Carlow Campus reserves the right to alter the nature and timings of assessment



MGMT H2312: Human Resource Management 2

Module Workload

Workload: Full Time			
Workload Type	Frequency	Average Weekly Learner Workload	
Lecture	Every Week	3.00	
Independent Learning Time	Every Week	6.00	
	Total Hours	9.00	

Workload: Part Time		
Workload Type	Frequency	Average Weekly Learner Workload
Lecture	Every Week	1.50
Independent Learning Time	Every Week	7.50
	Total Hours	9.00

Module Delivered In

Programme Code	Programme	Semester	Delivery
CW_BBACF_B	Bachelor of Business (Honours) in Accounting and Finance	4	Elective
CW_BBHRM_B	Bachelor of Business (Honours) in Human Resource Management	4	Elective
CW_HHIBU_B	Bachelor of Business (Honours) in International Business	4	Elective
CW_BBBBM_B	Bachelor of Business (Honours) in Management	4	Elective
CW_BBSCM_B	Bachelor of Business (Honours) in Supply Chain Management	4	Elective
CW_BBBUS_D	Bachelor of Business in Business	4	Elective
CW_BBHRM_D	Bachelor of Business in Human Resource Management	4	Elective
CW_BBINB_D	Bachelor of Business in International Business incorporating Double Degree	4	Elective
CW_BPMKT_D	Bachelor of Business in Marketing	4	Elective
CW_BBSCM_D	Bachelor of Business in Supply Chain Management	4	Elective
CW_BBLEG_C_1	Higher Certificate in Arts in Legal Studies	4	Elective
CW_BBBUS_C	Higher Certificate in Business	4	Elective