

Module Title:	Human Resource Management 1
Language of Instruction:	English
Credits:	5
NFQ Level:	6
Module Delivered 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 introduces learners to key activities involved in Human Resource Management. Best practices principles are described in the context of resourcing and talent planning, learning and development and reward management.
Learning Outcomes	
<i>On successful completion of this module the learner should be able to:</i>	
LO1	Describe and apply best practice principles and practices to Human Resource planning, job analysis, recruitment and selection.
LO2	Describe and apply a best practice, structured approach to learning and development in an organisational setting.
LO3	Design and implement a reward strategy that is fair and effective in an organisational setting.
Pre-requisite learning	
Module Recommendations <i>This is prior learning (or a practical skill) that is recommended before enrolment in this module.</i>	
No recommendations listed	
Incompatible Modules <i>These are modules which have learning outcomes that are too similar to the learning outcomes of this module.</i>	
No incompatible modules listed	
Co-requisite Modules	
No Co-requisite modules listed	
Requirements <i>This is prior learning (or a practical skill) that is mandatory before enrolment in this module is allowed.</i>	
No requirements listed	

Module Content & Assessment

Indicative Content

Human Resource Planning

The purposes of Human Resource Planning. The Process of Human Resource Planning.

Job Analysis

The nature and role of Job Analysis. Methods of carrying out a Job Analysis. Documentation produced by Job Analysis. The nature of competencies and Competency profiles.

Recruitment and Selection

Recruitment methods. Alternatives to recruitment. Methods of selection. Best practice in selection Interviewing. The legal context of selection processes

Learning and Development

The nature of Learning and Development. An effective Learning and Development process.

Reward Management

Purposes of reward systems. Components of the reward package. influences on pay levels. Types of pay systems.

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

No Practical

No End of Module Formal Examination

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

Module Workload

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

Workload: Part Time		
<i>Workload Type</i>	<i>Frequency</i>	<i>Average Weekly Learner Workload</i>
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	3	Mandatory
CW_BBHRM_B	Bachelor of Business (Honours) in Human Resource Management	3	Mandatory
CW_HHIBU_B	Bachelor of Business (Honours) in International Business	3	Mandatory
CW_BBBBM_B	Bachelor of Business (Honours) in Management	3	Mandatory
CW_BBSCM_B	Bachelor of Business (Honours) in Supply Chain Management	3	Mandatory
CW_BBBUS_D	Bachelor of Business in Business	3	Mandatory
CW_BBHRM_D	Bachelor of Business in Human Resource Management	3	Mandatory
CW_BBINB_D	Bachelor of Business in International Business incorporating Double Degree	3	Mandatory
CW_BPMKT_D	Bachelor of Business in Marketing	3	Mandatory
CW_BBSCM_D	Bachelor of Business in Supply Chain Management	3	Mandatory
CW_BBLEG_C_1	Higher Certificate in Arts in Legal Studies	3	Elective
CW_BBBUS_C	Higher Certificate in Business	3	Mandatory