Module Title:	Strategic Human Resource Management
Language of Instruction:	English

Credits:	10

NFQ Level:	8

Module Delivered In	1 programme(s)

Teaching & Learning Strategies:	Lectures - communication of knowledge and ideas from the lecturer to the student. Problem Solving Exercises - student will work as part of a team and will work together to resolve various HRM scenarios. Class Discussion/Debate - Students will be encouraged to actively participate in the class sessions which will develop their analytical and communication skills. E-Learning - It is envisaged that the module will be supported with on-line learning materials. Self-Direct Independent Learning - the emphasis on independent learning will develop a strong and autonomous work and learning practices.

Module Aim:	The aim of this module is to develop the student's knowledge of the relationship between business strategy and Human Resource Management(HRM). Students should develop the skills to assess the effects of different HR policies and practices in a business, based on the key HR functions. This module will consider how HR can add value and what structural options are available for designing the HRM function. The module will also introduce the main issues pertaining to international HRM.

Learning Outcomes
On successful completion of this module the learner should be able to:

LO1	Analyse the link between business and HR strategy
LO2	Examine how organisations derive their HR policies and practices and discuss the factors influencing these choices
LO3	Assess the strategic role of HR functions/policies/practices in achieving an organisation's objectives/increased performance/competitiveness.
LO4	Analyse and discuss strategic options and challenges of international HRM.
LO5	Assess how the HRM function can add value and evaluate HRM system design options for achieving same.

Pre-requisite learning
Module Recommendations *This is prior learning (or a practical skill) that is recommended before enrolment in this module.*
No recommendations listed
Incompatible Modules *These are modules which have learning outcomes that are too similar to the learning outcomes of this module.*
No incompatible modules listed
Co-requisite Modules
No Co-requisite modules listed
Requirements *This is prior learning (or a practical skill) that is mandatory before enrolment in this module is allowed.*
No requirements listed

Module Content & Assessment

Indicative Content

Introduction to Strategic Human Resource Management (SHRM)
Reviewing traditional models of HRM; Link between business and HR strategy; Strategic HRM models; Resourced based view of Human Resources; Best Practices and Best Fit models

Managing the Strategic Functions of HRM
Resourcing; flexible models, turnover and retention; Performance management and high performing work systems; Learning and Development strategies; Rewards Strategies

Managing the HR function
The value proposition, design options, Ulrich model (Shared Service Centres, Centres of Excellence and Strategic Business Partners), Outsourcing HRM, HR consultancy

International HRM (IHRM)
Management strategies to IHRM; Managing expatriation and repatriation; International and Comparative HRM; Culture and Diversity

Assessment Breakdown	%
Continuous Assessment	100.00%

Continuous Assessment

Assessment Type	Assessment Description	Outcome addressed	% of total	Assessment Date
Other	Examination/Essay/Group Project/Presentation/Case studies Example: Company review and presentation on their HR strategy.	1,2,3	50.00	Week 7
Other	Examination/Essay/Group Project/Presentation/Case studies - example case study review and assessment of best options for expansion/internationalization/growth etc.	4,5	50.00	Sem 1 End

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		
Workload Type	*Frequency*	*Average Weekly Learner Workload*
Lecture	Every Week	6.00
Independent Learning Time	Every Week	12.00
	Total Hours	18.00

Workload: Part Time		
Workload Type	*Frequency*	*Average Weekly Learner Workload*
Lecture	Every Week	3.00
Independent Learning	Every Week	15.00
	Total Hours	18.00

Module Delivered In

Programme Code	Programme	Semester	Delivery
CW_BBHRM_B	Bachelor of Business (Honours) in Human Resource Management	7	Mandatory

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