

Module Title:	People Management Functions
Language of Instruction:	English
Credits:	5
NFQ Level:	7
Module Delivered In	4 programme(s)
Teaching & Learning Strategies:	<p>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.</p>
Module Aim:	<p>The aim of the module is to delve deeper in the role HR functions play for the success of organisations. This module explores the application, design and development of strategies for the core HRM functions. The module will also to provide students with the practical skills and competencies necessary to develop and apply these HR practices.</p>
Learning Outcomes	
<i>On successful completion of this module the learner should be able to:</i>	
LO1	Design and develop policies and practices that meet key HR function goals and objectives
LO2	Demonstrate an understanding of the practical considerations of implementing strategic HR functions in various contexts.
LO3	Discuss the contextual issues affecting the choice of HR practices and functions
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

HR Practices

Aligning HR functions with each other and business goals, consideration of context and labour market forces.

Strategic Resourcing

Labour Market environment, workforce planning, employer branding, HR planning, flexible working arrangements, staff turnover and retention, appreciating people demographics, recruitment policies, resourcing in different ways (e.g. gig economy).

Strategic Rewards

Reward packages, role of intrinsic rewards, executive remuneration, reward models for employees, reward reporting relevant to the role, incentive and performance related pay (contextual relevance), job design.

Performance Management

Alignment to goals and developing KPIs, role of FLMS, organisational and individual performance (AMO).

Human Resource Development

Forces driving HRD, developing learning strategies, succession and contingency planning, neurodiversity at work.

Employee experience standards

Organisational culture, Employee engagement (measuring and developing strategies) and absence management, commitment, well-being, Work-life balance.

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	1,2,3	100.00	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		
<i>Workload Type</i>	<i>Frequency</i>	<i>Average Weekly Learner Workload</i>
Lecture	Every Week	3.00
Independent Learning	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_BBHRM_B	Bachelor of Business (Honours) in Human Resource Management	5	Mandatory
CW_BBBBM_B	Bachelor of Business (Honours) in Management	5	Elective
CW_BBBUS_D	Bachelor of Business in Business	5	Elective
CW_BBHRM_D	Bachelor of Business in Human Resource Management	5	Mandatory