Module Title:	Human Resource Management 1
Language of Instruction:	English

Credits:	5

NFQ Level:	6

Module Delivered In	2 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
On successful completion of this module the learner should be able to:

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   *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
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

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_BBLAW_B	Bachelor of Business (Honours) in Business with Law	3	Elective
CW_BBLAW_C	Higher Certificate in Business with Law	3	Elective