

Module Title:	People Management Skills for IT Managers
Language of Instruction:	English
Credits:	5
NFQ Level:	8
Module Delivered In	No Programmes
Teaching & Learning Strategies:	This module will be delivered through a combination of 'traditional' lectures and a range of student centred learning activities including enquiry based, experiential, and group learning activities.
Module Aim:	The aims of the module is to encourage students to develop their understanding of human resource management and organisational psychology in organisations and help them to develop a range of definable skills which are pivotal to successful management practice. Specifically, it provides students with an understanding of the skills and abilities at both (i) an individual and (ii) group level that they will need in order to operate successfully in their future careers. Students are expected to attend lectures, engage in self-reflective exercises, prepare for and contribute to class discussions.
Learning Outcomes	
<i>On successful completion of this module the learner should be able to:</i>	
LO1	Define and explain the key terms, concept, theories and practices of HRM and Work Psychology in Organisations
LO2	Examine and understand tactics and strategies that shape bargaining and negotiations.
LO3	Identify and develop critical skills and abilities that are required to be successful IT managers and professionals
LO4	Develop self awareness and understanding of own people management style and skills
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
Introduction to HRM and Work Psychology Outline distinction and explain HRM and Work Psychology. Identify importance of understanding concepts for successful management
HRM in Organisations Performance Management and Appraisals; Reward Management; Recruitment and Selection; Training and Development; Organisational culture;
Managing Yourself and PDP An introduction to continuing professional development and personal development planning; establishing your vision of success; goal setting
Motivating Others The nature of motivation; motivation and the manager
Leadership and Teams Leadership theories, Characteristics of Effective Leader; Diagnosing your teamworking skills and ability; solving inter-group conflict
Time and Project Management Effective and efficient time management skills and techniques
Managing Conflict Identifying sources of conflict in teams and organisations; strategies for managing and eliminating conflict
Problem Solving and Decision Making Tips and techniques for solving problems and making effective decisions in multiple contexts
Bargaining and Negotiation Skills Theories of conflict, the nature of negotiation, integrative and distributive bargaining, power in bargaining and negotiations, negotiating strategy and tactics, planning, preparation, persuasion and personality..
Communication and Presentation Skills How to deliver a winning presentation; delivery do's and don'ts; general tips and techniques; handling questions; Tips and techniques for effective verbal communication

Assessment Breakdown	%
Continuous Assessment	40.00%
End of Module Formal Examination	60.00%

Continuous Assessment				
Assessment Type	Assessment Description	Outcome addressed	% of total	Assessment Date
Other	Examination/Essay/Group Project/Presentation/Case studies	1,3,4	20.00	n/a
Other	Examination/Essay/Group Project/Presentation/Case studies	2,3,4	20.00	n/a

No Project

No Practical

End of Module Formal Examination				
Assessment Type	Assessment Description	Outcome addressed	% of total	Assessment Date
Formal Exam	No Description	1,2,3,4	60.00	End-of-Semester

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	30 Weeks per Stage	2.00
Estimated Learner Hours	30 Weeks per Stage	4.00
Total Hours		180.00

