Module Title:	Human Resource Management 2
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 aims to equip learners with the knowledge and skills to manage employee performance, the employer-employee relationship and the associated activities involved in that relationship. Key principles of Human Resource data management are described. Finally learners will be equipped with the knowledge and skills to create and support an equitable, diverse and inclusive workplace.

Learning Outcomes	
On successful completion of this module the learner should be able to:	
LO1	Describe and apply best practice principles and practices to manage employee performance
LO2	Describe the parties involved in the employer-employee relationship and explain best practice management of grievances, discipline and negotiations.
LO3	Describe how to create a workplace which respects equality, diversity and inclusion and protects Human Resource data.

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
Performance Management The nature and purposes of Performance management. Ineffective approaches and methods of Performance Management. The many requirements of an effective Performance management System.
Employee Relations The role of trade unions, employer associations and the state in employee relations.
Employee relations practice The management of grievances, discipline and negotiations.
Equality, Diversity and Inclusion Equality legislation, prevention of work place bullying strategies and promotion of an inclusive and respectful work environment
Information and communication technology in Human Resource Management Why records are important in Human Resource (HR) Management, types of HR records and an outline of key principles of data protection.

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_BBACF_B	Bachelor of Business (Honours) in Accounting and Finance	4	Elective
CW_BBHRM_B	Bachelor of Business (Honours) in Human Resource Management	4	Elective
CW_HHIBU_B	Bachelor of Business (Honours) in International Business	4	Elective
CW_BBBBM_B	Bachelor of Business (Honours) in Management	4	Elective
CW_BBSCM_B	Bachelor of Business (Honours) in Supply Chain Management	4	Elective
CW_BBBUS_D	Bachelor of Business in Business	4	Elective
CW_BBHRM_D	Bachelor of Business in Human Resource Management	4	Elective
CW_BBINB_D	Bachelor of Business in International Business incorporating Double Degree	4	Elective
CW_BPMKT_D	Bachelor of Business in Marketing	4	Elective
CW_BBSCM_D	Bachelor of Business in Supply Chain Management	4	Elective
CW_BBLEG_C_1	Higher Certificate in Arts in Legal Studies	4	Elective
CW_BBBUS_C	Higher Certificate in Business	4	Elective