

Module Title:	Applied Human Resource Management 1
Credits:	5
NFQ Level:	8
Module Delivered In	1 programme(s)
Teaching & Learning Strategies:	<p>Lecturers - communication of knowledge and behavioural guidelines from the lecturer to the learner. Skill Assessment - The assessment of existing skill level through the use of reflective practice so that learners can track their own progress in people management skills development. CIPD Toolkit - Learners develop negotiating, influencing and persuading skills through both conceptual learning as well as behavioural practice of management skills in an appropriate supportive environment using the CIPD toolkit. Teamworking - this module will be focused on working in teams to develop planning, organising, coordinating, problem-solving and leadership skills of working in a group. Class Discussion/Debate - learners will be encouraged to actively participate in the class sessions which will develop their analytical and communication skills. Self-Directed Independent Learning - the encouragement of independent learning will develop strong and autonomous work and learning practices.</p>
Module Aim:	The aim of this module is to enable the learners to apply their knowledge of HRM skills to their current and/or future personal and work lives. The learners will be able to evaluate and develop their skills through academic learning and the practice of personal, interpersonal and group skills, which is critical to successful career development
Learning Outcomes	
<i>On successful completion of this module the learner should be able to:</i>	
LO1	Develop personal, interpersonal and teamworking skills through theory and active learning engagement
LO2	Demonstrate the required skills of HR professionals for recruitment and selection at the workplace
LO3	Analyse and reflect on self-discovery through own learning journey by applying responsible ethical behaviours in various working relationships through career development pathways.
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 The nature and critical role of Management skills in Human Resource Management; Enhancing skills in a supportive environment
Self-Managed Talent approaches Components of Self Awareness: - Emotional Intelligence - Value and Ethics - Cognitive Learning Style - Attitudes to Change - Self Core Evaluation - Stereotyping - Problem Solving: - Create career development pathways
Interpersonal Skills - Supportive Communication. - Effective Team Management - Transforming Power into Influence - Empowerment and Delegation - Persuading Skills and Assertive Behaviour - Negotiating Skills
Human Resource Skills - Interviewing - Psychometric testing and Psychometrics trend performance -Team development - Coaching and Mentoring - Performance Management

Assessment Breakdown	%
Continuous Assessment	100.00%

Continuous Assessment				
Assessment Type	Assessment Description	Outcome addressed	% of total	Assessment Date
Other	Learning Journal of skills development while researching and developing the assessment centre	1,2,3	25.00	Week 12

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	4.00
Total Hours		7.00

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	5.50
Total Hours		7.00

Module Delivered In

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