

Module Title:	Strategic Human Resource Management for BBUS
Language of Instruction:	English
Credits:	10
NFQ Level:	7
Module Delivered In	5 programme(s)
Teaching & Learning Strategies:	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.
Module Aim:	The aim of this module is to develop the student's knowledge of the relationship between business strategy and Human Resource Management(HRM). Students should develop the skills to assess the effects of different HR policies and practices in a business, based on the key HR functions. This module will introduce the role that contemporary developments play in Strategic Human Resource Management(SHRM).
Learning Outcomes	
<i>On successful completion of this module the learner should be able to:</i>	
LO1	Analyse the link between business and HR strategy
LO2	Examine how organisations derive their HR policies and practices and discuss the factors influencing these choices
LO3	Assess the strategic role of HR functions/policies/practices in achieving an organisation's objectives/increased performance/competitiveness.
LO4	Analyse and discuss the role of contemporary developments in SHRM
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
The Nature of Human Resource Management The development of human resource management; Why do people work?; The changing nature of work
Introduction to Strategic Human Resource Management (SHRM) Course overview and definitions; Link between business and HR strategy; HR policy choice; HR models; Resourced based view of Human Resources
Strategic Aspects of Resourcing Responding to labour market trends; Flexible resourcing choices (e.g. work life balance, teleworking); HR consultancy; Developments in recruitment and selection; Staff retention and exit management
Strategic Aspects of Performance High Performance Work Organisations; Performance management strategies; HR, leadership and change management; Managing absence and attendance
Strategic Aspects of Development Knowledge management and organisational learning; Learning and development; Career development
Strategic Aspects of Employee Relations Employee involvement and participation strategies; Equality and diversity
Strategic Aspects of Reward Management Compensation and benefits strategies; Incentive schemes
Contemporary Issues in SHRM Ethics and corporate social responsibility; Introduction to International Human Resource Management; Human Resource Information Technology utilisation; HRM role in mergers and acquisitions; The changing nature of the HR function (e.g. HR outsourcing, HR Shared Services)

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	1,2,3,4	30.00	Week 27
Other	Examination/Essay/Group Project/Presentation/Case studies	1,2	10.00	Week 13

No Project

No Practical

End of Module Formal Examination				
Assessment Type	Assessment Description	Outcome addressed	% of total	Assessment Date
Formal Exam	End-of-Semester Final Examination	1,2,3,4	60.00	End-of-Semester

ITCarlow 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 Time	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	26 Weeks per Stage	1.50
Independent Learning Time	26 Weeks per Stage	6.19
Total Hours		200.00

Module Delivered In

Programme Code	Programme	Semester	Delivery
CW_BBLAW_B	<u>Bachelor of Business (Honours) in Business with Law</u>	3	Mandatory
CW_BBHRM_B	<u>Bachelor of Business (Honours) in Human Resource Management</u>	3	Mandatory
CW_BBOPT_D	<u>Bachelor of Business with Options in Management. International Business, Supply Chain Management, Marketing, Human Resource Management</u>	3	Elective
CW_BRLMB_B	<u>Bachelor of Business(Honours) in Management</u>	3	Elective
CW_BBBBM_B	<u>Bachelor of Business(Honours) in Management</u>	3	Elective