

Module Title:	People Management
Language of Instruction:	English
Credits:	5
NFQ Level:	6
Module Delivered In	4 programme(s)
Teaching & Learning Strategies:	Lecture, Case Study, active learning and discussion based teaching.
Module Aim:	To develop in the student an understanding of how management of human resources as an integral part of organisational strategy. The module will explore the internal organisational context of the HR process and external contingencies that impact the management of people within the organisation. Ethics, diversity, equity and inclusion will be integral to the material. The concept of international HRM will be explored in the context of globalisation.

Learning Outcomes	
<i>On successful completion of this module the learner should be able to:</i>	
LO1	Describe and evaluate current issues involved in the staffing and management of organisations. These may include issues in relation to HR planning, motivation, employee well-being, health and safety.
LO2	Describe the effects and impact of both the internal and external environments (domestic and global) on the Human Resource strategies of the organisation.
LO3	Demonstrate work related theories related to diversity, inclusion and motivation in terms of reward management and employee efficiency and effectiveness.
LO4	Describe the value of employee engagement in terms of the employment relationship.

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

Introducing Human Resource Management

Define Human Resource Management. Describe the main activities of the Human Resource Management function. Examine the 'Best Fit', 'Best Practice' Approach to HRM organisational effectiveness. Contextualise Human Resource Management within the macro and micro environment.

Equity and diversity in the Workplace

The impact of diversity and inclusion in the work place. The social justice and the business case for promoting equality. Identify the key broad elements of equality promotion and regulation in various countries. Explain the role of HRM in promoting equality, diversity and inclusion ensuring that the workplace is free from discrimination and in dealing with complaints. The key processes and procedures utilised by organisations, such as equality policies and dignity at work policies.

Managing the employment relationship

The nature of employment. The quality of employment, employee participation and voice.

Globalisation and HRM

International HRM strategies. Managing employees at a global level. The internationalisation of HRM and working practices.

Health, safety and employee well-being

Organisational safety culture. Human factors in relation health, safety and well being. Over view of safety legislation

Assessment Breakdown	%
Project	100.00%

No Continuous Assessment

Project

Assessment Type	Assessment Description	Outcome addressed	% of total	Assessment Date
Project	Essay and presentation of case study findings, conclusion and discussion.	1,2,3,4	100.00	n/a

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	12 Weeks per Stage	3.00
Independent Learning	15 Weeks per Stage	5.93
Total Hours		125.00

Workload: Part Time		
<i>Workload Type</i>	<i>Frequency</i>	<i>Average Weekly Learner Workload</i>
Lecture	12 Weeks per Stage	1.50
Independent Learning	15 Weeks per Stage	2.97
Total Hours		62.50

Module Delivered In

Programme Code	Programme	Semester	Delivery
CW_BWBUS_B	Bachelor of Business (Honours) Options: in Business or Digital Marketing	3	Elective
CW_BWBUS_D	Bachelor of Business Options: Business or Digital Marketing	3	Elective
CW_BWTEM_D	Bachelor of Science in Tourism and Event Management	5	Elective
CW_BWBUS_C	Higher Certificate in Business	3	Elective
Discussion Note:	Course amendments due to Programmatic review 2021 ADF requirements.		