

Module Title:	Contemporary Issues In HRM
Language of Instruction:	English
Credits:	5
NFQ Level:	7
Module Delivered In	5 programme(s)
Teaching & Learning Strategies:	<p>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.</p>
Module Aim:	Introduce students to key contemporary issues shaping and influencing the direction of HRM and the HRM decisions by managers and HR practitioners alike.
Learning Outcomes	
<i>On successful completion of this module the learner should be able to:</i>	
LO1	Discuss contemporary developments in and the changing nature of HRM
LO2	Analyse the changing roles for HRM and the increased role played by Front Line Managers (FLMs) in the devolution of HRM responsibilities
LO3	Assess contemporary business contexts and society's influence on HRM, and vice versa
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

Contemporary forces shaping HRM; HRM in Context

Changing nature of HRM

a. Future of Work b. Generational differences c. Why people work d. Psychological Contract and Trust e. Use of technology in HR.

Changing role for HR

a. Increasing role of FLMs b. Role of HR in change management - managing change c. Diversity Management d. HR flexibility options - Remote working and flexible working arrangements e. Knowledge Management f. Managing the consultancy relationship

HRM in Context

a. Internal and external contexts b. HRM in SMEs c. HRM in recessions, pandemics d. HRM in public sector

Assessment Breakdown

%

Continuous Assessment

100.00%

Continuous Assessment

Assessment Type	Assessment Description	Outcome addressed	% of total	Assessment Date
Other	Examination/Essay/Group Project/Presentation/Case studies Example: Students (in groups) introduce and present new contemporary and current HRM topics and issues to the class	1	50.00	Week 8
Other	Examination/Essay/Group Project/Presentation/Case studies Example: Students write essays covering a number of contemporary HRM topics	1,2,3	50.00	Sem 1 End

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	6.00
Total Hours		9.00

Workload: Part Time		
<i>Workload Type</i>	<i>Frequency</i>	<i>Average Weekly Learner Workload</i>
Lecture	Every Week	1.50
Independent Learning	Every Week	7.50
Total Hours		9.00

Module Delivered In

Programme Code	Programme	Semester	Delivery
CW_BBLAW_B	Bachelor of Business (Honours) in Business with Law	5	Mandatory
CW_BBHRM_B	Bachelor of Business (Honours) in Human Resource Management	5	Mandatory
CW_HHIBU_B	Bachelor of Business (Honours) in International Business	5	Elective
CW_BBHRM_D	Bachelor of Business in Human Resource Management	5	Mandatory
CW_BBINB_D	Bachelor of Business in International Business incorporating Double Degree	5	Mandatory