BUSS H4001: Applied Human Resource Management 2

Module Title:	Applied Human Resource Management 2

Credits:	5

NFQ Level:	8

Module Delivered In	1 programme(s)

Teaching & Learning Strategies:	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 research based questionnaires so that learners can use to track their own talent development progress. CIPD Talent Management Loop- Using the six main areas of talent management loop of attraction, identification, development, engagement, retention and deployment of talent within the organisation. Problem Solving Exercises - learners will work as part of a team and will work together to develop and implement various talent management approaches. 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.

Module Aim:	The aim of this module is provide learners the opportunity to develop essential transferable skills through talent management and development initiatives. The students will be able to apply a systematic approach of talent management to develop the unique potentials of individuals, which is needed to fulfil critical roles in the business environment.

Learning Outcomes	
On successful completion of this module the learner should be able to:	
LO1	Demonstrate the ability to critically evaluate approaches that help build a high performance workplace through active learning engagement
LO2	Develop positive, personal and interpersonal, working relationships through application of inclusivity, equality and diversity principles through ethical behaviours
LO3	Analyse and evaluate personal, interpersonal and teamworking skills which apply to typical Human Resource Management scenarios

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

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Module Content & Assessment

Indicative Content
Introduction The nature and critical role of Talent Management. Understanding the various aspects of Human Resource Development. Enhancing skills in a supportive environment
Personal Skills Components of Self Awareness: - Value and Ethics of Equality, Diversity and Inclusion - Cognitive Learning Style - Career Path and Success - Self Core Evaluation -Adopting a continuous learning and Development practice - Developing personal Leadership style
Talent Management Attracting Talent. Identifying Talent, Developing Talent, Engaging Talent, Retaining Talent, Deploying Talent, Tracking and Evaluating Talent Management, Coaching and Mentoring, Change Management
Human Resource Development Skills Running a training session - Training, Development and the Learning Process - Coaching and Mentoring - Self-discovery and kindness

Assessment Breakdown	%
Continuous Assessment	100.00%

Continuous Assessment

Assessment Type	*Assessment Description*	*Outcome addressed*	*% of total*	*Assessment Date*
Other	Plan, design and carry out a class/es on a key aspect/skills learn in the HRM course using the Talent Management loop. Supporting activities must be included.	1,2,3	75.00	Week 10
Other	Class test OR Individual Continuous Professional Development Plan	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

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Module Workload

Workload: Full Time		
Workload Type	*Frequency*	*Average Weekly Learner Workload*
Lecture	Every Week	3.00
Independent Learning	Every Week	4.00
	Total Hours	7.00

Workload: Part Time		
Workload Type	*Frequency*	*Average Weekly Learner Workload*
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	8	Mandatory