



Module code	HRM	NQF level	4
Credit value	15	Study duration	9 weeks

Human Resource Management

This module aims to:

- Define and explore the definition of HRM and the shift in definitions/applications
- Explore the nature and complexities of Human Resources Planning (HRP)
- Define the legal requirements (including equality and diversity) of employment relations
- Consider the HRM policies and procedures (Induction, Recruitment, Selection, Learning and Development)
- Understand the employment relationship, contractual obligations and employee rights at work
- Review how to reward and manage performance fairly and effectively within organisations
- Consider the issues of international HRM and multi-cultural employment practice

Learning outcomes

On completion of this module, students will be able to:

- identify job requirements
- outline and understand the Talent Management Process
- understand major laws affecting HR practices
- distinguish between various compensation programs and rate different incentive plans as motivations in particular situations
- formulate simple programs of policies and guidelines for motivation of employees, effective communication, and safety concerns
- discuss the importance of the socialisation process in developing a dedicated, loyal, productive employee; and develop a process to bring it about including the essentials of employee training and management development

Syllabus

- Contextualising HRM
- Human resource planning
- Employment law, equality and diversity
- Talent management
- Human Resource Development
- Employment contract/terms and conditions of employment
- Employee reward and performance management
- Employee voice
- International HRM

Learning and teaching methods

The learning and teaching methods for the module follow the intended online delivery strategy for the programme as a whole. The module will be delivered through the provision of specified reading materials on the virtual learning platform, which shall be supported by specified discussion forums and lecturecasts, and tutor support will be available to students via phone, email, and a fortnightly synchronous question and answer (Q&A) session.

Description of unit of assessment	Length/Duration	Submission date	Weighting
Mid-module assignment	2,000 words	End of Unit 4	50%
End of module project	2,000 words	End of Unit 9	50%