

Title of the Module / Unit	4 – Human Resource Management
Module / Unit Description Provide a brief description of the module.	The aim of this unit is to enable learners to understand and apply principles of effective Human Resource Management (HRM). Being able to attract, recruit and retain talented staff is at the core of all HRM activity. This unit will explore the tools and techniques used in HRM to maximise the employee contribution and how to use HR methods to gain competitive advantage.
Learning Outcomes	Competences: – at the end of the module/unit the learner will have acquired the responsibility and autonomy to:
	<ul style="list-style-type: none"> a) Understand the purpose of Human Resource Management to achieve business objectives b) Evaluate the effectiveness of the core elements of Human Resource Management in an organisation c) Apply Human Resource Management tools and techniques in a work-related context.
	Knowledge – at the end of the module/unit the learner will have been exposed to the following:
	<ul style="list-style-type: none"> a) Understand the functions of Human Resource Management linked to workforce planning and resourcing an organisation b) Evaluate the effectiveness of different Human Resource Management practices linked to increasing organisational profit and productivity c) Understand the importance of employee relations in respect to influencing Human Resource Management decision-making.
Skills – at the end of the module/unit the learner will have acquired the following skills:	

Applying knowledge and understanding

The learner will be able to:

- a) Evaluate how the functions of Human Resource Management can provide talent and skills appropriate to achieve business objectives
- b) Explore the different methods used in Human Resource Management practices, providing specific examples within an organisational context
- c) Evaluate the key aspects of employee relations management and employment legislation that affect Human Resource Management.

Judgment Skills and Critical Abilities

This section has been made sufficiently open to accommodate both vocational and academic orientations. Applicants can refer to Judgement Skills, or Critical Abilities (critical skills, dispositions, values and actions), or both.

The learner will be able to:

- a) Critically assess the strengths and weaknesses of different approaches to recruitment and selection
- b) Critically evaluate different examples of Human Resource Management practices within an organisational context
- c) Critically evaluate employee relations and the application of Human Resource Management practices that influence decision-making in an organisational context.

Module-Specific Communication Skills

(Over and above those mentioned in Section B)

The learner will be able to:

- a) Explain the strengths and weaknesses of different approaches to recruitment and selection
- b) Identify the core elements of employment legislation and the impact it has upon Human Resource Management decision-making
- c) Explain the application of Human Resource Management practices in a work-related context, using specific examples.

Module-Specific Learner Skills

(Over and above those mentioned in Section B)

The learner will be able to

- a) Apply Human Resource Management tools and techniques in a work-related context
- b) Evaluate the effectiveness of different Human Resource Management practices linked to increasing organisational profit and productivity

Module-Specific Digital Skills and Competences

(Over and above those mentioned in Section B)

(These digital skills are covered by the primary objectives of this course in Section B – so the skills referred to above address this section)

The learner will be able to

- a)

	b)			
	c)			
	etc.			
Hours of Total Learning for this Module / Unit 1 ECTS is equivalent to 25 total hours of learning, inclusive of contact hours, supervised placement and practice hours, self-study hours and assessment hours. At least 20% (5 hours for every ECTS) must be <u>contact hours</u> or as otherwise established from time to time by NCFHE.	Total Contact Hours ¹ (Contact Hours are hours invested In learning new content under the Direction of a tutor/lecturer (e.g. lectures, participation in online forums, video-lectures).	40	Supervised Placement and Practice Hours (During these hours the learner is supervised, coached or mentored.)	20
	Self-Study Hours (Estimated workload of research and study.)	120	Assessment Hours (Examinations/ presentations/ group work/ projects etc.)	20
Total Learning Hours of this Module	200 Hours			
Percentage of Total Contact Hours delivered online. In the case of online/blended learning, kindly indicate the total number of contact hours delivered online and those face-to-face.	Contact Hours Delivered Online	20 %	Contact Hours Delivered Face-to-Face	80 %

¹ In the case of online learning, synchronous and asynchronous learning activities under the direction and control of an instructor are considered as contact hours.