

<b>Module Title:</b>	<b>HRM- Development &amp; Reward</b>
<b>Academic year:</b>	2009 – 2010
<b>Credit Value:</b>	5 – Mandatory
<b>Pre- requisites:</b>	None
<b>Assessment:</b>	70% Final Exam, 30% Continuous Assessment (CA)
<b>Aims</b>	This module aims to provide students with a comprehensive understanding of how to develop human resources within an organization and how to conduct performance appraisals and career planning meetings.
<b>Module Content</b>	<ul style="list-style-type: none"> <li>• Human Resource Development;</li> <li>• Learning &amp; Development;</li> <li>• Organisational Training Process;</li> <li>• National Training Framework;</li> <li>• Management Development;</li> <li>• Career Management;</li> <li>• Performance Management;</li> <li>• Job Evaluation;</li> <li>• Reward &amp; Compensation Systems;</li> <li>• Employee Involvement and Empowerment.</li> </ul>
<b>Intended Learning Outcomes:</b>	<p><b>On successful completion of the module the student will be expected to be able to:</b></p> <ol style="list-style-type: none"> <li>1. Examine and explain the complexity of factors involved in human resource development performance and reward/compensation;</li> <li>2. Understand and apply the principles underpinning performance management, training and reward/compensation;</li> <li>3. Conduct performance appraisal and career planning interviews;</li> <li>4. Execute the process involved in conducting a training needs analysis and learning event.</li> </ol>