

<b>Title of the Module/Unit</b>	<b>Module Number 3:</b> Strategic Human Resources / Module Reference HRM01
<b>Module/Unit Description</b>  In this section kindly provide a brief description of the module	This module will focus on the strategic role of Human Resources within an organisation, focusing on the nature of the HR function, the deliverables provided by the Human Resources function, and how this function can be a source of competitive advantage for the organisation. During this module participants will also focus on the link between organisational strategy and the Human Resources strategy.
<b>Learning Outcomes</b>  <b>Autonomy and Responsibility:</b> Collaborate, comply, deal with, ensure, be responsible for, carry out tasks, guide, supervise, monitor, authorise, manage, create, produce, represent, advise, negotiate, sell, etc.  <b>Knowledge and Understanding:</b> count, define, describe, draw, find, identify, label, list, match, name, quote, recall, recite, sequence, tell, write, etc.  (Example of learning outcome structure: Action Verb + Object + Context <i>Identify basic different range of glassware and state their use.</i> )	<b>Competences:</b>
	At the end of the module/unit the learner will be able to:  a) Carry out part of the strategic tasks of the Human Resources function within an organisation; b) Advise on how the Human Resources function's strategic role can provide a source of competitive advantage for an organisation; c) Be responsible for Human Resources Planning and its' contribution to the organisational strategy; d) Develop a succession planning exercise for an organisation; e) Include managing Human Resources as a significant part of one's managerial responsibilities.
	<b>Knowledge:</b>
	At the end of the module the learner will have been exposed to:  a) Assemble the strategic and operational aspects of HR Management; b) Identify the critical success factors of HR Management; c) Describe the origins and rise of HR to its' current importance within organisations; d) List HR Strategies and their link to organisational strategy; e) Identify HR Planning activities as the source of HR initiatives including people development and other HR Management.
	<b>Skills:</b>

<p><b>Applying Knowledge and Understanding:</b>  apply, practice, demonstrate, show, plan, design, operate, assemble, use, construct, prepare, create, compose, arrange</p> <p>(Example of learning outcome structure:  Action Verb + Object + Context  <i>Apply principles of good practice to dispense, supply and administer medicinal products and other activities in a pharmacy.</i>)</p>	<p>At the end of the module the learner will have acquired the following skills:</p> <ul style="list-style-type: none"> <li>a) Show how the HR function contributes towards business performance;</li> <li>b) Able to put together an HR plan of an organisation;</li> <li>c) Calculate labour turnover rates and understand the main factors that contribute to labour turnover;</li> <li>d) Assemble the origins of HR management activities from management theories;</li> <li>e) Relate all HR activities to other business activities carried out within the organisation.</li> </ul>
	<p><b>Module-Specific Learner Skills</b>  <i>(Over and above those mentioned in Section B)</i></p> <p>At the end of the module/unit the learner will be able to</p> <ul style="list-style-type: none"> <li>a) Link HR to other business activities;</li> <li>b) Learn how to include succession planning within organisational planning activities;</li> <li>c) Focus on the strategic value that HR Management provides to an organisation;</li> <li>d) Learn how to apply appropriate HR planning techniques to deal with real HR Management challenges.</li> </ul>
	<p><b>Module-Specific Digital Skills and Competences</b>  <i>(Over and above those mentioned in Section B)</i></p> <p>At the end of the module/unit, the learner will be able to</p> <ul style="list-style-type: none"> <li>a) Learn how to use the internet for research on Human Resources Management concepts;</li> <li>b) Apply better powerpoint presentation techniques;</li> <li>c) Appreciate the benefits of using Human Resources Information Systems.</li> </ul> <p>etc.</p>