

## MODULE DESCRIPTOR

<b>MODULE TITLE</b>	<b>TOURISM, HOSPITALITY AND EVENTS EMPLOYABILITY AND TALENT MANAGEMENT</b>		
<b>MODULE CODE</b>	TL2059 (L5)	<b>CREDIT VALUE</b>	20 / 10 ECTS
<b>SCHOOL</b>	SCHOOL OF BUSINESS AND MANAGEMENT		

### MODULE AIMS

To formulate an understanding of the key factors associated with the effective management of careers in tourism, hospitality or events.

To evaluate the various techniques used to acquire and develop tourism, hospitality or event employees. To analyse the relevance and application of issues related to human resource management (HRM) theory and practices within the context of employment within tourism, hospitality or event organisations.

### MODULE CONTENT

Recruitment and selection, how to be successful. Resourcing high labour turnover service sector organisations - key stages, skills and issues. Equal rights and diversity in the workplace.

Employability – placement/career search process, development of one’s self and tourism/hospitality/event employees - performance appraisal.

The nature and impact of employee relations within tourism/hospitality/event industry. The consequences of current employee relations practices and strategies on fragmented workforces and on the lone worker.

Developing portfolio skills.

### INTENDED LEARNING OUTCOMES

<b>On successful completion of this module a student will be able to:</b>	
<b>1.</b>	Evaluate and apply skills required for both personal career development and the effective line management of tourism, hospitality or event employees.
<b>2.</b>	Critically appraise various HRM theories associated with effective tourism, hospitality or event organisations.
<b>3.</b>	Develop a range of cognitive skills related to employability and HRM.

### TEACHING METHODS

The Module will be taught throughout the year through a series of lectures and workshops that outline the key issues. The weekly seminar sessions will develop ideas and through discussion ensure that understanding has taken place. It is expected that students will take a pro-active role in discussion and debate as they bring issues from their directed reading and from the lecture into the seminar sessions. Students will be encouraged to work on their own initiative to develop their skills and understanding. Workshops in PC labs will be used to develop portfolios related to employability and career development

The assessment strategy pertains to recruitment and selection and focuses on critical analysis of the process. The students are also required to keep a journal of their careers search throughout the module which contains a critical reflective summary.

### ASSESSMENT METHODS

This module is assessed through a Report (50%) and a Portfolio (50%).