

APPROVED

Programme Code	BAHHRD	Programme Duration	3		
Programme Level	8	EQF Level	6	EHEA Level	First Cycle
Programme Credits	180				
Semester Duration	12 Week(s)				
Language of Instruction	English				
Field of Study	0413 - Management and administration				
CAO Code; QQI Programme Code etc	Code				
Programme Extra Information	Special Regulations: 1. Normally, learners may undertake the Capstone Preparation Module and the Capstone Project only if an average mark of 60% or more has been obtained overall in Stage Two. Where this is not the case learners with an average mark between 60% and 55% may apply to the Vice Dean for Undergraduate Studies (or another nominated staff member by the Dean) for admission to these modules where the project envisaged can be shown to be related to modules studied where the average mark is above 60%. 2. Whereas the Capstone Preparation module may be passed by compensation this shall not apply to the Capstone Project itself where a minimum mark of 40% is required.				

Programme Outcomes

On successful completion of this programme the learner will be able to :

Description
Demonstrate an in-depth knowledge of Human Resource Management (HRM), its theory, practice, and development within organisations, and the practical relationship with the external economic, social, legal, and political environment.
Evaluate from a practical perspective how the HR function contributes to a range of business areas, and how these respond to the economic interests and ideas that influence them.
Analyse the latest thinking, theories and concepts in the field of HR management creating independent thinkers and insightful graduates capable of positive impact at a senior level
Evaluate and assess contemporary human resource management skills and tools as used by practicing professionals in their spheres of knowledge.
Identify the key factors that influence HR management decisions and assess the theoretical and practical models and frameworks used to support such decisions.
Propose, defend and modify recommendations using accepted human resource management tools and appropriate technical language, considering current best practice and legal compliance.
Research, analyse and interpret data to facilitate and contribute to decision-making at a range of levels in organisations.
Analyse a range of management options in relation to economic and labour market conditions, considering the varied stakeholder interests and the organisations wider social responsibilities.
Work effectively as part of an HR team, or as part of another multi-disciplinary team in the workplace, showing an awareness of their own and others' behaviour, and show the ability to communicate effectively and take a leadership role where appropriate.
Learners will demonstrate a critical awareness of different perspectives on the management of the employment relationship and understand their role in ensuring that people are managed in an ethical, fair and transparent manner.
Learners will be able to evaluate complex relationships at work, and critically assess the range of choices available to employees, managers, and other stakeholders, and to adapt their own leadership and practice to the changing demands of organisations.
Engage in college-wide initiatives and in particular those with a social and community-led ethos.
Apply an analytical and multi-perspective framework in order to exercise appropriate judgement and ensure that their work is conducted in accordance with academic and ethical standards.
Reflect on their own development needs on an on-going basis and recognise the importance of self-directed continuous professional development. They will be aware of their need to develop as a HR professional and the range of competencies and areas of expertise required to develop in their careers.
Acquire the knowledge and skills to operate in a variety of settings, to show adaptability to change, to maintain and update their own competencies and professional development as required and contribute to the development of others as appropriate.
Learners will develop the skills and ability to reflect on their own development needs on an on-going basis and recognise the importance of self-directed continuous professional development. They will develop sources of lifelong learning and development including formal and informal learning activities and feedback as part of their continuing development.

## Semester Schedules

### Stage 1 / Semester 1

Core Subject	
Module Code	Title
H6MYL	<a href="#">Academic Management Skills</a>
H6FIL	<a href="#">Business Law</a>
H6HRCF	<a href="#">HR in a Corporate Framework</a>
H6SOB	<a href="#">Organisational Behaviour</a>

### Stage 1 / Semester 2

Core Subject	
Module Code	Title
H6ERE	<a href="#">Employee Relations</a>

H7ECG	<a href="#">Ethics and Corporate Governance</a>
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H6MTP	<a href="#">Management Theory and Practice</a>
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H6RTPLA	<a href="#">Resourcing and Talent Planning</a>
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## Stage 2 / Semester 1

Core Subject	
Module Code	Title
H7ELWC	<a href="#">Employment Law 1</a>

H7FAHRP	<a href="#">Finance &amp; Accounting for the HRprofessional</a>
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H7PRM	<a href="#">Performance and Reward Management</a>
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H7PDES	<a href="#">Professional Development Skills</a>
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## Stage 2 / Semester 2

Core Subject	
Module Code	Title
H7CMS	<a href="#">Career Management Skills</a>

H7ELWOEB	<a href="#">Employment Law 2</a>
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H8HRAQM	<a href="#">HR Analyticsand Quantitative Methods</a>
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H7LCO	<a href="#">Learning and Development</a>
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## Stage 3 / Semester 1

Core Subject	
Module Code	Title
H8CIHRM_HRM	<a href="#">Contemporary Issues in HRM</a>
H8SHRM_HRM	<a href="#">Strategic HRM</a>
H8SCW	<a href="#">Sustainability</a>
Group Elective 1	
Module Code	Title
H8CPP	<a href="#">Capstone Project Preparation</a>
H8EDI	<a href="#">Equality, Diversity, and Inclusion</a>
H8HS	<a href="#">Health and Safety</a>
H8HRPP	<a href="#">HR Professional Practice</a>

### Stage 3 / Semester 2

Core Subject	
Module Code	Title
H8CMOD	<a href="#">Change Management and Organisational Development</a>
H8CIIDR	<a href="#">Contemporary Issues in Industrial Relations</a>
Group Elective 1	
Module Code	Title
H8CPR	<a href="#">Capstone Project</a>
H8ESP	<a href="#">Economic and Social Policy</a>
H8IHR	<a href="#">International Human Resource Management</a>