APPROVED

Programme Code	BAHSTP	**Programme Duration**	2 Year 1 Month
Programme Level	8	**EQF Level**	6
EHEA Level	First Cycle		
Programme Credits	180		

Semester Duration	1 Week(s)
Language of Instruction	English
Field of Study	0413 - Management and administration
CAO Code; QQI Progamme Code etc	**Code**

Programme Outcomes

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

Description
Learners will be exposed to 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
Learners will develop an understanding of wider contextual factors impacting HR. They will demonstrate comprehensive understanding of the theory and practice of core business fields and their interrelationship (e.g.: economics, accounting, finance, business law, management) enabling them to deliver and perform as HR practitioners within the larger organisational context
Learners will develop an in-depth knowledge of HRM from its basic operational foundations to a strategic level and be aware of emerging new issues and challenges in this sphere.
Learners will be able to analyse the key factors that influence HR management decisions and assess the theoretical and practical models and frameworks used to support such decisions. Through having a detailed knowledge of the Key HR models they will be able to apply these concepts to their own workplace from a range of subject areas including Learning & Development, Resourcing & Talent Planning, Change & Organisational Development, Reward Management, Employee Relations, and Diversity and Inclusion.
Learners will develop an in depth understanding of the role that HR plays in working with the various business functions to bring about change and organisational effectiveness.
Learners will integrate their knowledge of HRM and business through assignments that critically assess approaches taken in work examples, case studies and their own organisations.
Learners will conduct research across a range of areas, identify appropriate relevant literature, analyse that information and synthesize it into an appropriate form in order to evaluate situations and identify appropriate courses of action and present this through written or verbal format for use in decision making.
Learners will demonstrate analytical skills in relation to quantitative data and exercise basic qualitative research skills Learners will be able to integrate this learning through the production of work-based project and reports.
Learners will develop analytical skills and decision-making capacity required of HR management and appreciate the role that personal values play in such processes The skills to research, analyse, debate and make recommendations will be developed through research assignments, group work and presentations throughout the course.
Learners will be equipped with the skills required by the professional HR practitioner: effective listening, presentation, negotiation and persuasion/influencing.
Learners will be able to assess the nature and dynamics of a rapidly changing organisational environment and in particular the social, political and economic dimension of that environment in order to develop appropriate HR business strategies reflecting the changing dynamics of the business environment
Learners will be able to 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
Learners will be able to critically assess the impact of contextual forces on organisations, including legal systems; economic, financial, environmental, social, and technological change issues, ethics and corporate governance in order to draw conclusions and offer recommendations
Learners will be able to analyse a range of management options to solve business problems, taking into account stakeholder interests, information from a variety of sources (including economic and labour market conditions) and the organisations' wider social responsibilities.
Learners will develop knowledge and skills that enable them to perform their HR role with regard to moral, social and ethical standards. They will contribute to business teams and bring knowledge and expertise in ethical practice and corporate governance to the organisation.
Learners will develop & demonstrate team-working and communication skills using a problem-solving orientation in the classroom -based group work.
Learners will develop the 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 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.
Learners will be familiar with individual development planning processes to promote independent learning and will be able to use tools to promote reflective practice and the updating of skills.
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 develop the analytical and multi-perspective framework that will allow them to exercise appropriate judgement and evaluate policies using their own values whilst being cognisant of their social responsibility and solidarity with others.
Learners will be aware of the role of ethics and the importance of ethical leadership in HR and in the wider business.
Learners will develop knowledge in areas such as ethics, equality, diversity and inclusion, corporate social responsibility, corporate governance, company values and the ability to develop or contribute to a range of policies reflecting these in the organisation.
Learners will develop the skills and knowledge to carry out training needs analysis at an individual, operational and strategic level in an organisation
Having reflected on their own personal learning journey, learners will actively seek out opportunities for personal learning and professional development for example through the CIPD and other membership organisations / business contexts.
The ability to reflect on their own development needs and those of others within the business on an on-going basis will be developed. They will be familiar with development planning processes and will be able to train others & contribute to the enhancement of business competencies.

Semester Schedules

Stage 1 / Semester 1

Core Subject	
Module Code	**Title**
H7AWS	Academic Writing Skills
H7EL	Employment Law
H7HTPP	HR Professional Practice
H7RTP	Resourcing and Talent Planning

Stage 1 / Semester 2

Core Subject	
Module Code	**Title**
H7ER	Employment Relations - an Introduction
H7CRP	HRM in the Corporate Framework
H7RWM	Reward Management

Stage 2 / Semester 1

Core Subject	
Module Code	**Title**
H7BLA	Business Law
H7DI	Diversity and Inclusion
H7ECG	Ethics and Corporate Governance
H7LND	Learning and Development

Stage 2 / Semester 3

Core Subject	
Module Code	**Title**
H7FAHR	Finance & Accounting for the HRprofessional

H7MTP	Management Theory and Practice

H7OB	Organisational Behaviour

Stage 3 / Semester 2

Core Subject	
Module Code	**Title**
H8CMOD	Change Management and Organisational Development

H8CIHRM	Contemporary Issues in HRM

H8SHRM	Strategic HRM

Stage 3 / Semester 3

Core Subject	
Module Code	**Title**
H8CNTIR	Contemporary Issues in IR

H8ESP	Economic and Social Policy

H8HRA	HR Analytics