

APPROVED

Programme Code	MAHRMD	Programme Duration	1		
Programme Level	9	EQF Level	7	EHEA Level	Second Cycle
Programme Credits	90				
Semester Duration	1 Week(s)				
Language of Instruction	English				
Field of Study	0413 - Management and administration				
CAO Code; QQI Programme Code etc	Code				

Programme Outcomes

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

Description
Exposed to the latest thinking, theories and concepts in the field of human resource management and employee relations, creating independent thinkers and visionary graduates capable of positive societal impact at a senior level
Learners will demonstrate a deep level of understanding regarding the theoretical characteristics of human resource management and the contextual influences which will allow them to deliver and perform as leaders in HR and within the larger organisational context
Analyse the key factors that influence business strategy and management decisions and critically assess the theoretical and practical models used to support such decisions and the role that HR plays in contributing to the achievement of organisational goals.
Conduct research across a range of areas, identify appropriate relevant literatures, analyse that information and synthesize it into an appropriate form in order to evaluate situations and identify alternative courses of action that may be contemplated and present this through written or verbal format for use in senior decision making
Demonstrate advanced analytical skills in relation to quantitative data including using models of business situations and exercise basic qualitative research skills
Develop analytical skills and decision-making capacity required of senior management and appreciate the role that personal values play in such processes
Assess the nature and dynamics of a rapidly changing organisational environment and in particular, the social, political and economic dimension of that environment including current and future trends in HR in order to develop appropriate business and HR strategies reflecting the changing dynamics of the business environment
Learners will contribute to effective problem-solving for the benefit of the organisation using research tools and techniques to inform strategic decisions.
Learners will develop the knowledge and skills to increase effectiveness and knowledge in the organisation through the strategic development of the human resources function
Critically assess the impact of contextual forces on organisations, including legal systems; ethical, economic, financial, environmental, social, and technological change issues, international developments in order to draw conclusions and offer recommendations
Apply the professional and ethical standards of behaviour required of an individual at a senior level with the HR profession
Lead interdisciplinary teams through an appreciation of the interlinking dimensions of business that impact on human resource management
Apply leadership theory in practice by selecting appropriate leadership styles for a given situation and in the development of talent in organisations
Anticipate the developments and changes facing the human resource management profession and be able to evaluate and choose from a range of strategies to maximise the value creation potential of the area.
Demonstrate high-level group interaction skills using a problem-solving orientation in both the learning environment and the business environment
Learners will develop knowledge of the different approaches to the management of the employment relationship, and coach and mentor in order to add value to the business and continuously improve the people and activities within the HR function and the wider business in an ethical and transparent manner
Learners will have the knowledge to develop and advocate for ethical standards in the organisation through the development of policies and design of training programmes
Apply ethical leadership in practice and by developing own and others ethical leadership skills through the design and introduction of development programmes, coaching mentoring and reflective learning practices
Learners will develop knowledge of the different approaches to the management of the employment relationship, and coach and mentor in order to add value to the business and continuously improve the people and activities within the HR function and the wider business in an ethical and transparent manner
Learners will have the knowledge to develop and advocate for ethical standards in the organisation through the development of policies and design of training programmes
Learners will develop the skills to be reflective learners and develop sources of lifelong learning and development for HR professionals including formal and informal learning activities as part of their continuing professional development.

Semester Schedules

Stage 1 / Semester 1

Core Subject	
Module Code	Title
H9EMPRES	Employee Relations
H9HRMBC	HRM in a Strategic Business Context
H9MDTA	Managing and Developing Talent

H9PLRES	People Resourcing
---------	-----------------------------------

H9RSMTH	Research Methods
---------	----------------------------------

Stage 1 / Semester 2

Core Subject	
--------------	--

Module Code	Title
H9ELAW	Employment Law

H9LMAN	Leading and Managing
--------	--------------------------------------

Optional	
----------	--

Module Code	Title
H9AEBDM	HR Analytics and Evidence based Decision Making

H9INTHR	International HRM
---------	-----------------------------------

L9IBI	Investigating a Business Issue from a HRM Perspective
-------	---

H9MECON	Mediation and Conflict Management
---------	---

H9ODD	Organisational Design and Development
-------	---

H9SDM	Science of Decision Making
-------	--

H9SDM	Science of Decision Making
-------	--

H9SRM	Strategic Reward Management
-------	---

Stage 1 / Semester 3

Core Subject	
--------------	--

Module Code	Title
H9DISSER_A	Dissertation