

APPROVED

Programme Code	PGDHRM	Programme Duration	9 Months
Programme Level	9	EQF Level	7
Programme Credits	60	EHEA Level	Second Cycle
Semester Duration	12 Week(s)		
Language of Instruction	English		
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.
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

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
H9SRM	Strategic Reward Management