

BA (HONOURS) IN HUMAN RESOURCE MANAGEMENT

Duration:	CAO Points 2021:
Three Years Full-Time	301
NFQ Level:	CAO Code
Level 8	NC005

In accordance with our quality assurance processes, programmatic review is underway. This current review may result in some changes to the content of this course starting in September 2022.

About the Course

Successful organisations develop winning teams and the human resources function is at the heart of this. As a HR professional you will oversee a wide range of areas like recruitment, training, employee development and industrial relations. Senior HR professionals shape business strategy, and this HR degree will equip you to move towards these types of interesting roles. This full-time HR course draws on NCI's seventy years as the leading educational institution for human resource management. Our world-class faculty, and industry links, mean you will find the course to be current, practical and comprehensive. You will graduate with an extremely well-regarded qualification and excellent career prospects. This is an excellent business degree with a focus on human resources that will equip you with the latest knowledge and build on your skills in working with people.

You may also be able to take advantage of an opportunity to engage in a year-long, accredited work placement between years two and three. This placement will be credit-bearing and comprises an extra year in the degree. Access to such placements will be limited and highly competitive.

As a graduate of this course you will:

- Have a thorough understanding of human resource management.
- Understand the world of business and how HRM integrates with other areas.
- Develop personal skills in teamwork, communication and research.

Minimum Entry Requirements

Minimum entry requirements are a grade H5 and above in two higher level subjects together with a minimum of O6/H7 in four other subjects. A minimum of grade O6/H7 must be obtained in English. A grade O6/H7 must be obtained in Mathematics. Mature applicants, applicants with a disability or those applying through the DARE or HEAR access schemes should consult pages 70 and 71.

Course Fees

This course qualifies under the Free Fees Initiative and Student Grant Scheme.



"The course is both practical and theory based. I felt like I learned a lot of good, relevant information. The lecturers are very knowledgeable and really helpful."

Amy Caulfield
BA Hons in Human Resource Management

Course Structure and Award

This undergraduate business course is a three-year honours degree (four years with the option of a placement*). The main course is run over six semesters, with continuous assessment held throughout the course and examinations at the end of each semester.

In each year of the degree, any student with an overall average of 70+ will win a Dean's Award.

On completion, you will receive a QQI BA (Honours) Degree in HRM at level 8 on the National Framework of Qualifications.

*Students who complete the Career Management Skills module and meet set grade criteria are eligible (subject to availability) to complete a work placement on year three of the programme and graduate after four years with 240 ECTS credits.

Career Prospects

For over 70 years National College of Ireland has built an enviable reputation for excellence in HR education, producing HR graduates that are highly sought after in the market. Recent graduates from the HR degree are employed in human resources, recruitment, industrial relations and training roles in organisations including Telefonica, Google, Comfort Keepers, IBEC, Hertz, PwC, IBM, Arvato, Ergo, Ryanair, NTMA and CPL.

Further Study Options

Upon successful completion of the BA (Honours) Degree in Human Resource Management, graduates who have acquired the appropriate entry requirements can progress to postgraduate courses at level 9 on the National Framework of Qualifications such as the Postgraduate Diploma or MA in HRM, or the MSc in Management.

Professional Recognition

This course is an excellent foundation towards Membership of the Chartered Institute of Personnel and Development (CIPD) and/or the Irish Institute of Training and Development (IITD).

Who is the course for?

If you want an interesting and varied business career, with an understanding of business strategy and human resource management, this degree will appeal to you. The course is for school leavers, mature students and graduates of QQI level 5/6 programmes who wish to embark on a course of full-time study.

Laptop Requirements

NCI strongly advises that all students should have access to a suitable laptop for their course. A student laptop loan scheme may be available for certain eligible students. Details of the laptop loan scheme and laptop specifications, which can be different for each course, are available on our website.



A GUIDE TO COURSE CONTENT

Year 1

In first year you will study a range of business subjects.

- Managing Your Learning
- Economics of the World
- Financial Accounting
- Human Resource Management
- Marketing in a Digital Age
- Quantitative Analysis
- Individual Organisational Behaviour
- Fundamentals of Irish Law

Flexible Choices for High Achieving Students

In years two and three, there are extra choices available for high achieving students (averaging 60% plus).

- Between year two and three – a year-long work placement
- In your final year - a capstone project in the HRM field

Year 2 & 3

In second and third year, you will continue with an overall business perspective and, in addition, complete more specialist modules in human resource management. The following is a guideline to the subjects you will cover.

Core subjects in second and third year:

- Business Economics
- Entrepreneurship
- Economic and Social Policy
- International HRM
- Contemporary Issues in HRM
- Strategic Human Resource Management

Specialist Modules in HRM:

- Learning and Change in organisations
- Performance and Reward Management
- Social and Organisational Behaviour
- Employment Law
- Industrial Relations
- Organisational Development
- Contemporary Issues in Industrial Relations
- Plus additional HRM elective modules

Elective Modules

Electives could include areas such as Business Ethics, Pensions, Contemporary Issues in Reward Management and other business modules.

Electives may include prerequisites, are subject to change, and availability is subject to class sizes.

Recent graduates from the HR degree are employed in human resources, recruitment, industrial relations and training roles in organisations including **Telefonica, Google, Comfort Keepers, IBEC, Hertz, PwC, IBM, Arvato, Ergo, Ryanair, NTMA and CPL**