

# BA (HONOURS) IN HUMAN RESOURCE MANAGEMENT

**Duration:**

Three Years  
Full-Time  
(Four Years with  
work placement)

**CAO Points Guide:\***

300

**NFQ Level:**

Level 8

**CAO Code:**

NC005



\*For each course we have given a guideline based on our points over the past three years. This is a guide only, points vary each year.

**About the Course**

NCI's BA (Honours) in Human Resources Management draws on our 70 years as the leading educational institution for human resource management. This is an excellent business degree with a focus on the human resources function, which includes recruitment, training, employee development and industrial relations.

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 is credit-bearing and comprises an extra year in the degree. Access to such placements is limited and highly competitive.

Graduates of this course have a thorough understanding of human resource management, understand the world of business and how HRM integrates with other areas, and boast personal skills in teamwork, communication and research.

**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.

**Career Prospects**

For over 70 years NCI has built an enviable reputation for excellence in HR education. Recent graduates are employed in human resources, recruitment, industrial relations and training roles in organisations including Google, Comfort Keepers, IBEC, Hertz, PwC, IBM, Arvato, Ergo, Ryanair, NTMA and CPL.

**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.



"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

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.

**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).

**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, all available at NCI.

**Course Fees**

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

**Admission Requirements and Policies**

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. Applicants from a PLC/further education course must have a full level 5/6 award, three distinctions and meet the CAO points requirement. Mature applicants, applicants with a disability or those applying through the DARE or HEAR access schemes should refer to our Admissions section on p63, which also includes our admission policies, including laptop requirements.



# COURSE CONTENT

## Year 1

This stage of study introduces learners to the core knowledge and skills necessary for human resource management practitioners.

- HR in a Corporate Framework
- Organisational Behaviour
- Academic Management Skills
- Business Law
- Management Theory and Practice
- Resourcing and Talent Planning
- Ethics and Corporate Governance
- Employee Relations

## Year 2

This stage of study introduces learners to broader Human Resource Management modules and some more technical modules, with a focus on practical application and interpretation of theories and concepts.

- Finance and Accounting for the HR Professional
- Performance and Reward Management
- Employment Law 1
- Professional Development Skills
- HR Analytics and Quantitative Methods
- Learning and Development
- Employment Law 2
- Career Management Skills

## Year 3

This stage of study incorporates a more strategic focus in terms of modules and their contribution to the organisation. At this stage, learners may also choose electives based on personal preferences, subject to availability and class size.

- Strategic Human Resource Management
- Contemporary Issues in Human Resource Management
- Sustainability
- Change and Organisation Development
- Contemporary Issues in Industrial Relations
- Additional HRM elective modules
- Plus, two electives

## Elective Modules

- Capstone (Research) Project Preparation
- Capstone Project
- Health and Safety
- International HRM
- Economic and Social Policy
- HR and Professional Practice
- Equality, Diversity and Inclusion.

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

## *Flexible Choices for High-Achieving Students*

Work placements are highly regarded by graduate recruiters and offer many advantages to students. Advantages include the opportunity to make contact in industry, networking experience, work-based practical skills and experience, assisting in developing personal and professional confidence, and an opportunity to boost your employability prospects when you graduate.

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

