

# BA (HONOURS) IN HUMAN RESOURCE MANAGEMENT



**CIPD**  
Approved  
centre



## Duration:

Three Years

Full-Time

(Four Years with  
work placement)

## CAO Code:

NC005

## CAO Points Guide:\*

300

## NFQ Level:

Level 8

\*This is a guide only, points vary each year.

## About the Course

NCI's BA (Honours) in Human Resources Management draws on our 75 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 75 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 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 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.



"The BA in HRM in NCI was very specific to HR, unlike the other courses I was considering. The cherry on top was the opportunity to do work placement in between my second and final year."

**CAOIMHE KINSELLA**  
BA Hons in Human  
Resource Management

## Professional Recognition

This course is accredited by the Chartered Institute of Personnel and Development (CIPD). On successful completion of the degree, graduates become CIPD qualified and may achieve Professional Membership at the Associate Member level, denoting professional skills and knowledge proficiency in HRM. This level is the first step toward becoming a Chartered Member and fulfills a qualification often required by HR employers.

## 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 p56, 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
- Performance and Reward Management
- 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
- Employment Law 1
- Professional Development Skills
- HR Analytics and Quantitative Methods
- Learning and Development
- Employment Law 2
- Career Management Skills
- Ethics and Corporate Governance

### 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
- Plus, two electives

#### *Elective Modules*

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

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

## Work Placement Year

HR students may choose to add an 8–12-month work placement to their degree between Year 2 and Year 3, giving them the opportunity to connect their academic learning with the realities of the modern workplace.

Through placement, you can gain first-hand experience of how organisations recruit, support, develop and manage their people, while building practical skills in areas such as communication, teamwork, problem-solving, employee engagement and professional administration. Placement also gives you the chance to develop confidence, build industry contacts, explore different HR career paths and strengthen your profile for future graduate roles.

In recent years, NCI's HR students have secured placements with AIB, Allianz, Arthur Cox, Bord Bia, DBFL Engineers, ESB, Irish Rail, Peter McVerry Trust, Sensori, St Vincent's Private Hospital and Takeda, in areas such as HR, talent acquisition, learning and development, and communications.

