

BACHELOR OF ARTS (HONS) IN HUMAN RESOURCE MANAGEMENT STRATEGY AND PRACTICE CIPD

Complete your degree in 2 years

FACTFILE

Start Date

Sept 2026

Duration

Three stages over 2 years.

Delivery

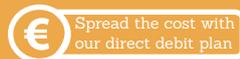
Blended (live online evening classes with some face-to-face classes on campus). Evening weekdays are online and Saturdays on campus.

Indicative Timetable

Two evenings per week 18.00-22.00 online plus approximately 1 Saturday per month on campus. Exams may take the form of online or in person.

Fees

€4,250 per stage (€12,750 total fee)
Full degree encompasses three stages (Fees revised annually)



Application: Apply online at www.ncirl.ie

Course Description

The BA (Hons) in Human Resource Management Strategy and Practice provides learners with an in-depth knowledge of Human Resource Management (HRM), its core theories and application within the organisation. The programme provides you with a comprehensive understanding of the key skills required of the human resource professional.

Core business modules including Business Law, Finance & Accounting for HR Professionals, Management Theory and Practice are covered as well as modules which are essential for HR practitioners e.g.: Resourcing and Talent Planning, Employment Law, Employee Relations, Learning and Development, Diversity & Inclusion and Change & Organisational Development. The programme also covers modules which explore new and evolving HR practices such as HR Analytics, Strategic HRM, and Contemporary Issues in HRM.

Our experienced faculty and the block delivery nature of the programme enables the course to offer you an interesting range of HRM and business assignments that will see you undertake a variety of activities from critically assessing approaches to HRM taken in real organisations to conducting recruitment and selection activities. This emphasis on practical and academic skills development together with industry experienced expert lecturers will make for a fulfilling learning experience.

Upon successful completion of the degree, you will become CIPD qualified and achieve Professional Membership of CIPD at the Associate Member level. CIPD qualifications and membership are often required by employers seeking to hire Human Resources / Learning & Development professionals.

How is the course delivered?

The course is delivered over three stages with each stage consisting of two intensive blocks with a short break built-in after completion of each block and over the summer period.

Submission deadlines and exams may fall within the break period.

This course is supported with online materials that supplement classroom-based lectures.

Typically, the schedule would be:

STAGE 1

Block One

September to mid-December 2026
Break

Block Two

Mid-January to mid-late April 2027
Break

STAGE 2

Block Three

Mid-May to mid-August 2027
Break

Block Four

Mid-September to mid-December 2027
Break

STAGE 3

Block Five

Mid-January to mid-April 2028
Break

Block Six

May to August 2028



Who is the course for?

The programme is designed to suit the needs of part-time students requiring a professional CIPD recognised qualification and is aimed at people already working in HRM or intending to move into the area.

Award and Progression

The Bachelor of Arts (Honours) in Human Resource Management Strategy and Practice is awarded by QQI at level 8 on the National Framework of Qualifications. This award will allow progression to level 9 courses on the NFQ such as NCI's MA in Human Resource Management.

Note that students may exit after completing stage 1 (60 credits) and receive a Diploma in HRM Strategy and Practice awarded by QQI at level 7 on the NFQ. Students who leave after successful completion of Stage 1 are eligible for Associate membership of CIPD.

Entry Requirements

The course is designed to appeal to those at work or seeking to re-enter the workforce. There are no specific academic requirements with applicants considered based on work and other experience. Applicants under 21 will be assessed based on Leaving Certificate or equivalent.

Note that applicants with a CIPD Diploma in Professional Human Resource Practice (HRM) from NCI may apply to enter directly at stage 2 of this degree programme.

Any applicant with substantial experience may be eligible for module exemptions from Stage 2 only. You can apply by showing evidence of prior learning based on your employment/relevant academic experience.

Laptop Requirement

All students applying to NCI must have access to a laptop that will allow them to attend classes online and, where relevant, to participate in on-campus learning. Some students may be able to avail of the Student Laptop Loan Scheme, subject to eligibility. See page 83 for more information.

COURSE CONTENT

Stage 1

- Academic Writing
- HR Professional Practice
- Resourcing and Talent Planning
- Employment Law
- HRM in the Corporate Framework
- Reward Management
- Introduction to Employee Relations

Stage 2

- Finance & Accounting for the HR Professional
- Management Theory and Practice
- Organisational Behaviour
- Diversity and Inclusion
- Learning and Development
- Ethics & Corporate Governance
- Essentials of Business Law

Stage 3

- Strategic HRM
- Contemporary Issues in HRM
- Change and Organisational Development
- Economic and Social Policy
- Contemporary Issues in IR
- HR Analytics

This course is delivered with live online lectures and online learning materials and supported by classroom-based learning events. This gives students the opportunity to meet up in the College and speak directly with lecturers and fellow learners.

