

# BACHELOR OF ARTS (HONS) IN HUMAN RESOURCE MANAGEMENT STRATEGY AND PRACTICE (CIPD) *Complete your degree in 2 years*

## FACTFILE

### Delivery

Blended (Online with some face-to-face classes). Evening weekdays online and Saturdays on campus. See page 4 for more information.

### Application

Apply online at [www.ncirl.ie](http://www.ncirl.ie)

### Start Date

Sept 2022

### Part-time Schedule

#### Indicative Schedule

Two evenings per week (6-10pm plus some Saturdays 09.00 -18.00 approximately 1 Saturday per month

#### Duration

Three stages over 2 years

#### Fees

€4,100 per stage (€12,300 total fee)  
Full degree encompasses 3 stages (Fees revised annually)



Spread the cost with our direct debit plan

## 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 an in-depth knowledge 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 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.

## 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 2022

Break

#### Block Two

Mid-January to mid-late April 2023

Break

### Stage 2

#### Block Three

Mid-May to early August 2023

Break

#### Block Four

Mid-September to mid-December 2023

Break

### Stage 3

#### Block Five

Mid-January to mid-April 2024

Break

#### Block Six

May to August 2024

## 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.

## 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.

## COURSE CONTENT

### Stage 1

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

### Stage 2

- Finance & Accounting for the HR Professional
- Management Theory and Practice
- Organisational Behaviour
- Diversity Management
- 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 online lectures and online learning materials and, subject to guidelines, 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.

Note that applicants with a CIPD Diploma in People Management (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, you can apply by showing evidence of prior learning based on your employment 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 77 for more information.

