

POSTGRADUATE DIPLOMA IN ARTS IN HUMAN RESOURCE MANAGEMENT CIPD

FACTFILE



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Application

Apply online at www.ncirl.ie

Start Date

Sept 2024

Duration

1 calendar year; 39 weeks, 3
taught semesters September to
end of July.

Delivery

Blended – Livestream (online)
classes with some campus classes
and some in-person exams,
scheduled in advance.

Indicative Timetable

Tuesday and Thursday 18.00 - 21.00
plus some Saturday workshops.

Fees

Total fee: €7,600
(Fees revised annually)

This course uniquely allows students to study over three consecutive semesters within one calendar year to receive the award of Postgraduate Diploma in Arts in Human Resource Management. Graduates who successfully complete the course may be eligible to apply for Chartered Membership of the Chartered Institute of Personnel and Development (CIPD).

Course Description

This intensive course has been developed in consultation with the Chartered Institute of Personnel and Development (CIPD). The programme aims to develop an in-depth understanding of the core disciplines in the area of human resources (HR). It recognises that HR must operate in challenging and dynamic business environments that are constantly changing and seeks to enable students to deliver effective business solutions that optimise the people resources of their organisation.

Combined with a practitioner-recognised qualification in the area of HRM, namely CIPD, this course is geared towards people wishing to continue or progress in their professional development in HR or wider roles in the organisation.

Block teaching is used to provide the opportunity for more in-depth development of knowledge within modules. An applied approach to teaching is used within the programme with lectures interspersed with exercises, use of case study analysis, group activities in class, debate on contemporary issues as well as independent learning.



Who is the course for?

This course is aimed primarily at individuals seeking an academic qualification at postgraduate level while also wishing to advance their career to assume positions at a senior management level with a specific focus on human resource management.

Award and Progression

The Postgraduate Diploma in Arts in Human Resource Management is awarded by QQI at level 9 on the National Framework of Qualifications. Graduates with relevant work experience will be eligible to apply for Chartered Membership of the Chartered Institute of Personnel and Development (CIPD) for which a membership fee will be payable directly to CIPD. Students who successfully complete the Postgraduate Diploma in Arts in HRM have the option of continuing their studies to receive the award of Master of Arts in HRM.

Entry Requirements

Applicants are required to hold a minimum of a 2.2 honours degree in either a cognate or non-cognate area at level 8 on the National Framework of Qualifications. The College operates a Recognition of Prior Experiential Learning (RPEL) scheme meaning non-graduates with extensive professional experience and other prior qualifications may also be considered for the course.

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 87 for more information.

Additional Information

The Postgraduate Diploma in Arts in HRM comprises 3 semesters of study:

- Semester 1 (Sept to the end of Dec)
- Semester 2 (Jan to early May)
- Semester 3 (May to August)



COURSE CONTENT

Core Modules

- Leading and Managing
- Human Resource Management in a Strategic Business Context
- People Resourcing
- Employment Law
- Employee Relations
- Managing and Developing Talent

Elective Modules

- Strategic Reward Management (10 credits)
- Organisational Design and Development (10 credits)
- Mediation and Conflict Management (10 credits)
- International HRM (5 credits)
- HR Analytics (5 credits)
- The Science of Decision Making (5 credits)

Learners are required to choose one 10-credit and one 5-credit elective from the suite of electives offered above.

Those students who transfer onto the MA in HRM course will be required to complete an additional semester consisting of a research methods module and a minor dissertation. This award will allow transfer to level 9 research degrees and in some cases progression to taught doctoral courses at level 10 on the NFQ.

The course content as shown here is for indicative purposes. The College reserves the right to re-order the schedule of modules offered.

Note that all modules count towards the final award classification.

Elective modules are subject to availability and a minimum number of students required to run a module.