

CERTIFICATE OF PROGRAMME VALIDATION

PART 1

Provider	NATIONAL COLLEGE OF IR	ELAND	
Approved Location(s)	National College of Ireland	l, Main Campus	
Date of Validation	10 June 2015		
Title of Named Award	Bachelor of Arts (Honours		
Programme Title	Bachelor of Arts (Honours) in HRM Strategy ar	nd Practice
NFQ Level and Award- type	Level 8 Bachelor of Arts (H	lonours)	
First intake	01 September 2015	Last intake	01 September 2019
Credits	180		
Programme Code	PG21802	Award Code	8M18843



Conditions of Validation of the Programmes Covered by this Certificate of Validation

Part 1: Statutory Conditions of validation

The statutory (section 45(3) of the 2012 Act) conditions of validation are that the provider of the programme shall:

- 1. co-operate with and assist QQI in the performance of QQI's functions in so far as those functions relate to the functions of the provider,
- 2. establish procedures which are fair and consistent for the assessment of enrolled learners to ensure the standards of knowledge, skill or competence determined by QQI under section 49 (1) are acquired, and where appropriate, demonstrated, by enrolled learners,
- 3. continue to comply with <u>section 65 of the 2012 Act</u> in respect of arrangements for the protection of enrolled learners, if applicable, and
- 4. provide to QQI such information as QQI may from time to time require for the purposes of the performance of its functions, including information in respect of completion rates.

Part 2 Conditions of Validation Established by QQI Under section 45(4)(b) of the 2012 Act)

Part 2.1 Condition of Validation Concerning a Change in the QQI Award or Award Standard

Where QQI changes an award title, an award specification or an award standard that a
programme depends upon, the provider shall not enrol any further learners on the affected
programmes unless informed otherwise in writing by QQI (e.g. by the issue of a revised
certificate of validation). The programme is considered validated for learners already
enrolled on the affected programme.

Part 2.2 Condition of Validation Concerning the Duration of Enrolment

1. The duration of enrolment is the interval during which learners may be enrolled on the validated programme.

Validation is determined by QQI for a specified number of years of enrolment appropriate to the particular programme as indicated on the certificate on validation subject to unit 9.2.1. It is a condition of validation that the programme does not enrol any new learners outside this interval. A typical duration would be five years.

If a provider wishes to continue to enrol learners to the programme beyond this interval the provider must arrange in good time for it to be validated again by QQI, or exceptionally the provider may apply for extension of the duration of enrolment (unit (14)). In this context the provider may apply for validation of the programme from first principles or, alternatively, the provider may avail of the process for revalidation (unit (13)) by QQI.

Part 2.3 General Condition of Validation

The provider of the programme shall:

1. Ensure that the programme as implemented does not differ in a material way from the programme as validated; differing in a material way is defined as differing in any aspect of the programme or its implementation that was material to QQI's validation criteria.



- 2. Ensure that the programme is provided with the appropriate staff and physical resources as validated.
- 3. Implement in respect of the programme its written quality assurance procedures (as approved by QQI).
- 4. Make no significant change to the programme without the prior approval of QQI. (See unit (8)).
- 5. Unless otherwise agreed by QQI in writing, start implementing the programme as validated and enrol learners within 18 months of validation.
- 6. Continue in respect of the validated programme to comply with section 56 of the 2012 Act in respect of procedures for access, transfer and progression.
- 7. Implement the programme and procedures for assessment of learners in accordance with the Approved Programme Schedule and notify QQI in writing of any amendments to this arising from changes to the programme; see unit (9).
- 8. When advertising and promoting the programme and awards, use the programme title as validated, and the correct QQI award title(s), award type(s) and award class(es) indicating the level of the award(s) on the National Framework of Qualifications.
- 9. Adhere to QQI regulations and procedures for certification.
- 10. Notify QQI in writing without delay of:
 - a. any material change to the programme;
 - a. anything that impacts on the integrity or reputation of the programme or the corresponding QQI awards;
 - b. anything that infringes the conditions of validation; or
 - c. anything that would be likely to cause QQI to consider reviewing the validation.
- 11. Notify QQI in writing to determine the implications for the provider's validated programmes, where the provider is likely to, or planning to, merge (amalgamate) with another entity or to acquire, or be acquired by, another entity (see unit (12.5)).
- 12. Report to QQI, when required or requested, on its implementation of the programme and compliance with the conditions of validation.



1.2 Revised Programme Schedules

1.2.1 Programme Schedule for Stage 1

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Nar	Name of Provider		NCI			Programme Codes	: Codes		BAHSTP/PG21802	
Pro	Programme Title (i.e. named award)		BA in HF	BA in HRM Strategy and Practice	d Practice					
Aw	Award Title (QQI named award)		Bachelor	Bachelor of Arts in HRM Strategy and Practice	M Strategy	and Practice	í			
Sta	Stage Exit Award Title		Diploma	ia in HRM Strategy & Practice	gy & Pract	ice				
Mo	Modes of Delivery (FT/PT/ACCS/BLENDED/OC	D/0C								
etc)										
Stage	ge		1			Number of Stages	Stages		3	
Awa	Award Class		Major				Award NQF Level			8
Aw	Award EQF Level		9				Stage Credits (ECTS)	TS)		09
Sta	Stage NQF Level						Stage EQF Level			
Dat	Date Effective		14/09/1	7			ISCED Subject Code	de		
Ref	Module Title	Module		ECTS Credit	Total Stu	Total Student Effort		Allocation of Marks	of Marks	
		Status	NQF	Number	Total	Contact	Independent	Course	End of Module	Total %
		(M/E)	Level		Hours	Hours	Learning	Work %	Formal	
									Examination %	
1.1	Resourcing and Talent Planning	M	7	5	125	24	101	100	0	100.00
1.2	Introduction to HRM	M	7	10	250	36	214	5	95	100.00
1.3	Employment Law	M	7	10	250	36	214	30	20	100.00
1.4	HRM in the Corporate Framework	W	7	10	250	36	214	0	100	100.00
1.5	-	Σ	7	10	250	36	214	100	0	100.00
1.6		W	7	10	250	36	214	100	0	100.00
	Introduction									
1.7	Academic Writing Skills	Σ	7	5	125	24	101	100	0	100.00
Spe	Special Regulations: None									



1.2.2	1.2.2 Programme Schedule for Stage 2	tage 2								
Name	Name of Provider					Programme Codes	ne Codes		BAHSTP/PG21802	
Progra	Programme Title (i.e. named award)		BA in HRM		Strategy and Practice	ctice				
Award	Award Title (QQI named award)		Bachelo	Bachelor of Arts						
Stage	Stage Exit Award Title									
Modes	Modes of Delivery (FT/PT/ACCS/BLENDED/OC	DO/GE								
etc)										
Stage			2			Number of Stages	f Stages		3	
Award Class	Class		Major				Award NQF Level	el		8
Award	Award EQF Level		9				Stage Credits (ECTS)	ECTS)		09
Stage	Stage NQF Level						Stage EQF Level	_		
Date E	Date Effective		1/00/1				ISCED Subject Code	Code		
Ref	Module Title	Module		ECTS	Total St	Total Student Effort	t	Allocation of Marks	Marks	
		Status(NQF	Credit	Total	Contact	Independent	Course	End of Module Formal	Total %
		M/E)	Level	Number	Hours	Hours	Learning	Work %	Examination %	
2.1	Learning and Development	М	7	10	250	36	214	100	0	100.00
2.2	Management Theory and Practice	W	2	10	250	36	214	40	09	100.00
2.3	The Economic & Financial Environment Of Business Decision Making	W	2	10	250	36	214	20	20	100.00
2.4	People Management	M		2	125	24	101	001		100.00
2.5	Ethics, Equality and Diversity	M	7	10	250	24	214	100	0	100.00
5.6	Essentials of Business Law	M	7	5	125	24	101	0	100	100.00
2.7	Organisational Behaviour - Theory and Practice	M	7	10	250	36	214	0	100	100.00
Special None	Special Regulations: None									



of Provider BA in HRM Strategy and Practice Exit (HETAC named award) BA in HRM Strategy and Practice Exit Title (HETAC named award) Bachelor of Arts Exit Title (HETAC named award) Bachelor of Arts Exit Title (HETAC named award) Bachelor of Arts Exit Title (HETAC named award) Award Award Award Award Award Award (MACS/BLENDED/OC etc) Award NQF Level Award (MACS/BLENDED/OC etc) Award NQF Level Inclass Award (MACS/BLENDED/OC etc) Award NQF Level NOF Level ECTS Credit Total Student Effort Award NQF Level Module Title Status NQF Level Number Total Contact Independent Module Title M 8 10 250 36 214 Contemporary Issues in IR M 8 10 250 36 214 Economic and Social Policy M 8 10 250 36 214 Change Management M 8 10 250 <th< th=""><th>1.2.3</th><th>.2.3 Programme Schedule for Stage 3</th><th>· Stage 3</th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th>1</th></th<>	1.2.3	.2.3 Programme Schedule for Stage 3	· Stage 3								1
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Sof Delivery Award Number of Stages ACACCS/BLENDED/OC etc) Award Award I Class Major Award NQF Level I EQF Level 6 Stage Credits (Independent Effort Module Title Module Title Module Title Status Module Title Module Title Independent Independent Independent Module Title Module Title Status NQF Level Module Title NQF Level Number Module Title Status NQF Level Module Title NQF Level Number Module Title Status NQF Level Module Title NQF Level Number Contemporary Issues in IR M 8 Change Interventional	Stag	ye Exit Award Title									
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IEQF Level 6 Stage Credits (I Poly I	Awa	ard Class		Major				Award NQF Le	vel		8
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Contemporary Issues in IR M M 8 10 250 36 214 Contemporary Issues in HRM M 8 10 250 36 214 HRM Economic and Social Policy M 8 10 250 36 214 Organisational Development M 8 5 125 24 101 Change Management M 8 10 250 36 214 Resource Management M 8 10 250 36 214 IR Resource Management M 8 5 125 24 101 IR Resource Management M 8 5 125 24 101 IR Resource Management M 8 5 125 24 101	3.1	Strategic HRM	M	8	10	250	36	214	40	09	100.00
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Analytics for Human M 8 5 125 24 101 Resource Management I Regulations:	3.6		M	8	10	250	36	214	100		100.00
Special Regulations:	3.7	Analytics for Human Resource Management	M	8	2	125	24	101	100		100.00
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