CERTIFICATE OF VALIDATION

Quality and Qualifications Ireland
Dearbhú Cáilíochta agus Cáilíochtaí Éireann

Extension of Validation (1)

Provider Name	National College of Ireland
Date of Validation	10-Jun-15

	First intake	Last intake	Intakes per annum
Enrolment Interval	Sep-15	Aug-21	2

	Code	Title	Award	Duration (Months)	Intakes per annum
Principal Programme	PG21879	Master of Arts in Human Resource Management	Master of Arts (Major Award at NFQ Level 9) 9M19406 90 credits	1 year FT 1 year PT	2
Embedded Programmes	PG21880	Postgraduate Diploma in Arts in Human Resource Management	Postgraduate Diploma in Arts (Major Award at NFQ Level 9) 9M19408 60 Credits	1 year FT 1 year PT	2

Principal Programme

5 Year Plan: Planned total enrolment i.e. aggregated across all intakes and all approved centres

	Year 1	Year 2	Year 3	Year 4	Year 5
Minimum Intake into first year	50				
Maximum Intake into first year	150				

Target Learner groups	Graduates with a Level 8 qualification in a relevant, ideally a business-related, discipline who want to specialise in human resources.
Brief Synopsis of the programmes	The programme seeks to develop, via its teaching and learning strategies, an understanding of core disciplines in the field of Human Resources, and to show how these link together to enable employees to address the tasks they face in a rapidly changing environment. This programme provides learners interested in immediate employment in the area of Human Resources with the analytical and theoretical skills, tools and techniques to operate practically across a wide range of HR functions. A concerted effort has been made to include a significant amount of case study material and practical work in order to demonstrate the application of principles and theories delivered within programme. Students will develop a specialised set of skills and knowledge in Human Resource Management, in particular the ability to analyse business needs and deliver effective solutions that optimise the HR & Personnel resources of the organisation. They will have an understanding of the strategic contribution of HR knowledge to effective organisational change and development, which will require an understanding of the business context and the acquisition of important diagnostic skills. Skills such as diagnosis, communication and influencing will also be fostered to help them implement strategic human resource development initiatives.
Delivery mode: full-time / part-time	Full-time and Part-time
Teaching and Learning Modes	A variety of teaching strategies, which include—but is not limited to—lectures, tutorials, problem-based learning (PBL), enquiry based learning, practical work, flip classroom, seminars, case-based learning, project-based work and team work are included throughout the programme.

Approved countries	Ireland

Physical resource requirements

The programme requires appropriate learning spaces to facilitate the teaching, learning & assessment strategy of the programme. Learning spaces should accommodate traditional classrooms, spaces for collaborative learning and access to appropriate technologies as required by individual module curriculum.

Staff Profiles

Qualifications and Experience	WTE
Lecturers qualified to a minimum Masters Level (Level 9 NFQ or equivalent) in a relevant discipline with experience delivering modules in specialist HR functions, Employment Law, Conflict Mediation and Change Management.	6
Programme Director who is responsible for the academic management of the programme and may also be a lecturer on the programme. The Programme Director will have at least a Masters or PhD qualification in an appropriate discipline.	1
Programme Coordinator with experience in relationship management, academic support and programme delivery.	1

Approved Centres

Centre	Minimum per intake per Centre	Maximum per intake per Centre
NCI, IFSC, Mayor Square, Dublin 1	25	75

Learner Teacher Ratios

Learning Activity	Ratio
Tutorials	1:25
Lectures	1:100

Programme being replaced by this programme

Prog Code	Programme Title	Validated	To Close
PG20038	MASTER OF ARTS in Human Resource Management	07-Jul-08	

Embedded Programme

Code	Title	Award	Duration (Months)	Annual Intakes
PG21880	Postgraduate Diploma in Arts in Human Resource Management	Postgraduate Diploma in Arts 9M19408 60 credits	1 year FT 1 year PT	2

5 Year Plan: Planned total enrolment i.e. aggregated across all intakes and all approved centres

	Year 1	Year 2	Year 3	Year 4	Year 5
Minimum Intake into first year	50				
Maximum Intake into first year	150				

Target Learner groups	Graduates with a Level 8 qualification in a relevant, ideally a business-related, discipline who want to specialise in human resources.
Brief Synopsis of the programmes	The programme seeks to develop, via its teaching and learning strategies, an understanding of core disciplines in the field of Human Resources, and to show how these link together to enable employees to address the tasks they face in a rapidly changing environment. This programme provides learners interested in immediate employment in the area of Human Resources with the analytical and theoretical skills, tools and techniques to operate practically across a wide range of HR functions. A concerted effort has been made to include a significant amount of case study material and practical work in order to demonstrate the application of principles and theories delivered within programme. Students will develop a specialised set of skills and knowledge in Human Resource Management, in particular the ability to analyse business needs and deliver effective solutions that optimise the HR & Personnel resources of the organisation. They will have an understanding of the strategic contribution of HR knowledge to effective organisational change and development, which will require an understanding of the business context and the acquisition of important diagnostic skills. Skills such as diagnosis, communication and influencing will also be fostered to help them implement strategic human resource development initiatives.
Delivery mode: full-time / part-time	Full-time and Part-time
Teaching and Learning Modes	A variety of teaching strategies, which include—but is not limited to—lectures, tutorials, problem-based learning (PBL), enquiry based learning, practical work, flip classroom, seminars, case-based learning, project-based work and team work are included throughout the programme.
Approved countries where enrolled learners will be based	Ireland
Physical resource requirements	The programme requires appropriate learning spaces to facilitate the teaching, learning & assessment strategy of the programme. Learning spaces should accommodate traditional classrooms, spaces for collaborative learning and access to appropriate technologies as required by individual module curriculum.

Staff Profiles

Qualifications and Experience	WTE
Lecturers qualified to a minimum Masters Level (Level 9 NFQ or equivalent) in a relevant discipline with experience delivering modules in specialist HR functions, Employment Law, Conflict Mediation and Change Management.	6
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Programme being replaced by this programme

Prog Code	Programme Title	Validated	To Close
na	n/a		

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 section 65 of the 2012 Act 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

1. 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.

Part 2.4 General Condition of Validation Arising from Specialised Validation Policy and Criteria

1. n/a

Part 2.5 Special Conditions of Validation

1. n/a

Approved Programme Schedule(s)

Name of Provider	National College of Ireland
Programme Title (i.e. named award)	Master of Arts in HRM
Award Title (HETAC named award)	Master of Arts in HRM
Stage Exit Award Title	Postgraduate Diploma in Arts in HRM
Modes of Delivery (FT/PT/ACCS/BLENDED/OC etc.)	Full Time, Part-time, ACCS, Modular

Award Class	Award NQF Level	Award EQF Level	Stage	Stage NQF Level	Stage EQF Level	Stage Credit (ECTS)	Date Effective		ISCED Subject Code
MAJOR	9	7	AWARD	9	7	90			343

Ref	Module Title	Semester	Module Status (M/E)	NQF Level	ECTS Credit Number	Total Hours	Contact Hours	Independent Learning	CA %	Project %	Practical %	Final %	Total %
H9HRMBC	Human Resources Management in a Business Context	1	M	9	10	200	36	164	60			40	100
H9LM	Leading & Managing	2	M	9	10	200	36	164	60			40	100
H9TD	Talent Development	1	M	9	10	200	36	164	100				100
H9MCM	Mediation and Conflict Management	2	M	9	10	200	36	164	100				100
H9IHRM	International HRM	2	M	9	5	100	24	76	100				100
H9ELAW	Employment Law	1	M	9	5	100	30	76				100	100
H9PPLR	People Resourcing	1	M	9	5	100	24	76	100				100
H9ER	Employee Relations	2	M	9	5	100	24	76	100				100
H9RSMET	Research Methods	1 and 2	M	9	10	200	30	170	70	30			100
H9DISS	Dissertation	3	M	9	20	400		400		100			100

Special Regulations: The dissertation must not be compensated. Students must pass the research methods proposal prior to proceeding to the Dissertation.
Students must obtain a minimum of 50 on their dissertation module to be eligible for CIPD membership and cannot avail of the pass by compensation rule in doing so.

Name of Provider	National College of Ireland
Programme Title (i.e. named award)	Postgraduate Diploma in Arts in HRM
Award Title (HETAC named award)	Postgraduate Diploma in Arts in HRM
Stage Exit Award Title	
Modes of Delivery (FT/PT/ACCS/BLENDED/OC etc.)	Full Time, Part-time, ACCS, Modular

Award Class	Award NQF Level	Award EQF Level	Stage	Stage NQF Level	Stage EQF Level	Stage Credit (ECTS)	Date Effective		ISCED Subject Code
MAJOR	9	7	AWARD	9	7	60			343

Ref	Module Title	Semester	Module		ECTS	Total Student Effort			Allocation of Marks				
			Status (M/E)	NQF Level	Credit Number	Total Hours	Contact Hours	Independent Learning	CA %	Project %	Practical %	Final %	Total %
H9HRMBC	Human Resources Management in a Business Context	1	M	9	10	200	36	164	60			40	100
H9LM	Leading & Managing	2	M	9	10	200	36	164	60			40	100
H9TD	Talent Development	1	M	9	10	200	36	164	100				100
H(IBI	Investigating a Business Issue from a HR Perspective		E	9	10	200	36	164		100			100
H9MCM	Mediation and Conflict Management	2	E	9	10	200	36	164	100				100
H9IHRM	International HRM	2	M	9	5	100	24	76	100				100
H9ELAW	Employment Law	1	M	9	5	100	30	76				100	100
H9PPLR	People Resourcing	1	M	9	5	100	24	76	100				100
H9ER	Employee Relations	2	M	9	5	100	24	76	100				100

Special Regulations: Students must choose between Mediation and Conflict Management and Investigating a Business Issue. Those students seeking to exit with the PG Dip and CIPD would be advised to choose the IBI elective. Those students considering remaining on for the full MA in HRM award would be advised to complete the Mediation and Conflict Management module.