



CERTIFICATE OF VALIDATION

New validation

Validation Process: **New**

Provider Name	Dublin Business School
Date of Validation	04-Feb-21

	Code	Title	Award	Exit
Principal Programme	PG24393	Master of Science in Human Resource Management	Master of Science (Masters Degree at NFQ Level 9) 9M21117 90 credits	N/A
Embedded Programme	PG24394	Postgraduate Diploma in Science in Human Resource Management	Postgraduate Diploma in Science (Postgraduate Diploma at NFQ Level 9) 9M21119 60 credits	Yes
Embedded Programme	PG24395	Certificate in Human Resource Management	Certificate (Minor Award at NFQ Level 9) 9H21121 30 credits	Yes

	First Intake	Last Intake
Enrolment Interval	01-Sep-21	31-Aug-26

Principal Programme

	Full Time	Part Time	Delivery Mode: full-time / part-time	Full Time, Part Time
Maximum Intakes per Annum:	3	3		
Minimum Learners per Intake:	5	5		
Maximum Learners per Intake:	50	50		
Duration (months)	12	24		

Target Learner Groups

This programme is aimed at national and international learners with a minimum second-class second-division (2.2) honours undergraduate bachelor's degree in a cognate area who wish to specialise in the field of human resource management with a view to entering or advancing in the industry. Cognate subjects include HR, psychology, law, marketing, management or another related business discipline. This programme may also be of interest to those with a Higher Diploma in Business, Level 8 award, or a second-class second-division (2.2) honours undergraduate bachelor's degree in a non-cognate area plus 3–5 years' professional experience in a related field and who require a qualification in this area in order to progress professionally. Graduates will, upon completion of this programme, acquire the expertise and practice-based ability required to effectively integrate HR processes and practices into the strategic needs of the business.

Through the dissertation/applied research project, Masters students will develop independent research and problemsolving skills allowing them to apply theory into practice.



Brief Synopsis of the Programmes

The Master of Science in Human Resource Management is designed to prepare learners for a career in Human Resource Management in private and public sector. Given the increasing role of technological advancements in society and workplace, human resource management is emerging as a multidisciplinary field with a breadth and depth of content that encompasses various areas of expertise such as: employment law, diversity and inclusion, people analytics and organisational behaviour that play a central role in shaping the strategy and leading digital transformation within organisations.

Semester one (FT) lays the groundwork for the programme and encompasses modules that focus on providing a solid and comprehensive understanding of the relevant concepts of Human Capital and Organisational Behaviour, a proficiency in the legal aspects of HR as well as Equality, Diversity and Inclusion while also offering HR analytical (HR Analytics) knowledge.

Semester two (FT) builds on this by covering content in which the knowledge, understanding and skills acquired in the first semester are developed and applied. Semester two modules offer applied skills in topics such as and Reinventing Performance Management, Dynamic Leadership Development, Applied Strategic Management and Contemporary issues in Human Resource Management which focus on the human-centred capabilities and behaviours that are necessary to achieve positive business outcomes in HR profession. Semester two also comprises a Research Methods module, which focuses on research and development skills which will inform the learners' Dissertation/Applied Research Project in Semester three (FT).

The Masters is a 1-year full-time, 2-year part-time programme with five 5 ECTS and four 10 ECTS taught modules, and a 25 ECTS Applied Research Project. A Postgraduate Diploma in Science in Human Resource Management (60ECTS) and a Certificate in Human Resource Management programmes (30ECTS) are available as exit awards from the Master of Science in Human Resource Management programme.

Teaching and Learning Modes

1. Directed Learning
2. E-learning (directed)
3. E-learning (self-directed)
4. Group Discussions
5. Group Discussions/Interactions
6. Laboratory / Studio
7. Lectures / Classes
8. Practical Sessions
9. Practical/workshop/Laboratories/studio sessions
10. Self Directed Learning
11. Webinars
12. Workshops

Approved Countries

Ireland

Physical Resource Requirements

Lecture rooms with multimedia resource and physical resource suitable for working in breakout groups. Classroom / computer rooms with requisite software required.

Staff Profiles	Qualifications and Experience	WTE
Lecturer	Lecturing staff will have a minimum of a Level 9 Postgraduate Diploma or Masters and/or PhD in the following areas: Human Resource Management, Psychology, Business or Law.	7

Approved Centres	Centre	Minimum Number of Learners per Intake per Centre	Maximum Number of Learners per Intake per Centre
	38628L Dublin Business School	10	100



Additional Locations	Location Name	Minimum Enrolment per Annum	Maximum Enrolment per Annum
	N/A		

Learner Teacher Ratios	Learning Activity	Ratio
	Lecture classroom-based sessions	1:50
	Workshops	1:25
	Practical lab sessions	1:35
	Online class (live)	1:50
	Online tutorial (interactive)	1:25

Programme being replaced by this Programme	Prog Code	Programme Title	Validated
	N/A		



Embedded Programme

Validation Process: **New**

Code	Title	Award	Exit
PG24394	Postgraduate Diploma in Science in Human Resource Management	Postgraduate Diploma in Science (Postgraduate Diploma at NFQ Level 9) 9M21119 60 credits	Yes

	Full Time	Part Time	Delivery Mode: full-time / part-time	Full Time, Part Time
Maximum Intakes per Annum:	1	1		
Minimum Learners per Intake:	1	1		
Maximum Learners per Intake:	1	1		
Duration (months)	12	18		

Target Learner Groups

This Postgraduate Diploma in Science in Human Resource Management (60 ECTS) programme is aimed at learners with a minimum second-class second-division (2.2) honours undergraduate bachelor's degree in a cognate area who wish to specialise in the field of human resource management with a view to entering or advancing in the industry. Cognate subjects include HR, psychology, law, marketing, management or another related business discipline. This programme may also be of interest to those with a Higher Diploma in Business, Level 8 award, or a second-class second-division (2.2) honours undergraduate bachelor's degree in a non-cognate area plus 3-5 years' professional experience in a related field and who require a qualification in this area in order to upskill and progress professionally. On completion of this programme, learners will have the expertise to operate at a professional level and effectively integrate their skills into decision-making in their company.

Brief Synopsis of the Programmes

The Postgraduate Diploma programme is an embedded award in the Master of Science in Human Resource Management. It is offered to learners who do not progress to, or wish to complete, the research component of the full Masters programme.

Semester one (FT) lays the groundwork for the programme and encompasses mostly foundational modules that focus on providing a solid and comprehensive understanding of the relevant concepts of Human Capital and Organisational Behaviour, a proficiency in the legal aspects of HR) as well as Equality, Diversity and Inclusion while also offering HR analytical (HR Analytics) knowledge. Semester two (FT) builds on this by covering advanced modules in which the knowledge, understanding and skills acquired in the first semester can be employed.

Semester two modules offer applied skills in topics such as: Reinventing Performance Management, Dynamic Leadership Development, Applied Strategic Management, and Contemporary issues in Human Resource Management which focus on the human-centred capabilities and behaviours. Learners develop advanced practical skills in essential areas such as employment law, performance management, HR diagnosis and strategy. It is a 1 year full-time, 18month part-time programme with four 5 ECTS and four 10 ECTS taught modules.



Teaching and Learning Modes	<ol style="list-style-type: none"> 1. Directed Learning 2. E-learning (directed) 3. E-learning (self-directed) 4. Group Discussions 5. Group Discussions/Interactions 6. Laboratory / Studio 7. Lectures / Classes 8. Practical Sessions 9. Practical/workshop/Laboratories/studio sessions 10. Self Directed Learning 11. Tutorials 12. Webinars 13. Workshops
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Approved Countries	Ireland
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Physical Resource Requirements

Lecture rooms with multimedia resource and physical resource suitable for working in breakout groups. Classroom / computer rooms with requisite software required for the delivery of the programme.

Staff Profiles	Qualifications and Experience	WTE
Lecturer	Lecturing staff will have a minimum of a Level 9 Postgraduate Diploma or Masters and/or PhD in the following areas: Human Resource Management, Psychology, Business or Law.	7

Approved Centres	Centre	Minimum Number of Learners per Intake per Centre	Maximum Number of Learners per Intake per Centre
	38628L Dublin Business School	1	1

Additional Locations	Location Name	Minimum Enrolment per Annum	Maximum Enrolment per Annum
	N/A		

Learner Teacher Ratios	Learning Activity	Ratio
	Lecture classroom-based sessions	1:50
	Workshops	1:25
	Practical lab sessions	1:35
	Online class (live)	1:50
	Online tutorial (interactive)	1:25

Programme being replaced by this Programme	Prog Code	Programme Title	Validated
	N/A		



Embedded Programme

Validation Process: **New**

Code	Title	Award	Exit
PG24395	Certificate in Human Resource Management	Certificate (Minor Award at NFQ Level 9) 9H21121 30 credits	Yes

	Full Time	Part Time	Delivery Mode: full-time / part-time	Full Time, Part Time
Maximum Intakes per Annum:	1	1		
Minimum Learners per Intake:	1	1		
Maximum Learners per Intake:	1	1		
Duration (months)	3	6		

Target Learner Groups

This Certificate (30 ECTS) programme is aimed at learners with a minimum second-class second-division (2.2) honours undergraduate bachelor's degree in a cognate area who wish to specialise in the field of human resource management with a view to entering or advancing in the industry. Cognate subjects include HR, psychology, law, marketing, management or another related business discipline. This programme may also be of interest to those with a Higher Diploma in Business, Level 8 award, or a second-class second-division (2.2) honours undergraduate bachelor's degree in a non-cognate area plus 3–5 years' professional experience in a related field and who require a qualification in this area in order to upskill and progress professionally. On completion of this programme, learners will have sufficient expertise to advise at a professional level in the subjects studied.

Brief Synopsis of the Programmes

The Certificate of Science in Human Resource Management is an embedded award in the Master of Science in Human Resource Management. It is offered to learners who do not progress to, or wish to complete the full Masters (or Postgraduate Diploma) programme.

The Certificate comprises 4 modules which focus on providing a solid and comprehensive understanding of the relevant concepts of Human Capital and Organisational Behaviour, a proficiency in the legal aspects of HR as well as Equality, Diversity and Inclusion while also offering HR analytical (HR Analytics) knowledge.

Teaching and Learning Modes

1. Directed Learning
2. E-learning (directed)
3. E-learning (self-directed)
4. Group Discussions
5. Group Discussions/Interactions
6. Laboratory / Studio
7. Lectures / Classes
8. Practical Sessions
9. Practical/workshop/Laboratories/studio sessions
10. Self Directed Learning
11. Webinars
12. Workshops

Approved Countries

Ireland



Physical Resource Requirements

Lecture rooms with multimedia resource and physical resource suitable for working in breakout groups. Classroom / computer rooms with requisite software required.

Staff Profiles	Qualifications and Experience	WTE
Lecturer	Lecturing staff will have a minimum of a Level 9 Postgraduate Diploma or Masters and/or PhD in the following areas: Human Resource Management, Psychology, Business or Law.	7

Approved Centres	Centre	Minimum Number of Learners per Intake per Centre	Maximum Number of Learners per Intake per Centre
	38628L Dublin Business School	1	1

Additional Locations	Location Name	Minimum Enrolment per Annum	Maximum Enrolment per Annum
	N/A		

Learner Teacher Ratios	Learning Activity	Ratio
	Lecture classroom-based sessions	1:50
	Workshops	1:25
	Practical lab sessions	1:35
	Online class (live)	1:50
	Online tutorial (interactive)	1:25

Programme being replaced by this Programme	Prog Code	Programme Title	Validated
	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

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Part 2.5 Special Conditions of Validation