



CERTIFICATE OF VALIDATION

New validation

Validation Process: **Revalidation**

Provider Name	National College of Ireland
Date of Validation	09-Jun-22

	Code	Title	Award	Exit
Principal Programme	PG24917	Master of Arts in Human Resource Management	Master of Arts (Masters Degree at NFQ Level 9) 9M21861 90 credits	N/A
Embedded Programme	PG24931	Postgraduate Diploma in Arts in Human Resource Management	Postgraduate Diploma in Arts (Postgraduate Diploma at NFQ Level 9) 9M21865 60 credits	No - PT Yes - FT

	First Intake	Last Intake
Enrolment Interval	Sep-22	Aug-27

Principal Programme

	Full Time	Part Time	Delivery Mode: full-time / part-time
Maximum Intakes per Annum:	2	2	Full Time, Part Time
Minimum Learners per Intake:	15	15	
Maximum Learners per Intake:	100	100	
Duration (months)	12	24	

Target Learner Groups

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 senior management level with a specific focus on human resource management.

Target learners on the MAHRM full-time programme are primarily recent undergraduates, including graduates from NCI Level 8 programmes, such graduates from other programmes in Ireland, and international students.

The target learners for the part-time MAHRM and PGDHRM programmes are primarily those currently working in the field of Human Resource Management, or those working in management positions with an interest in developing a new career in the field. Increasingly we are witnessing a growing number of applicants who have HR responsibility as part of their senior management roles and desire a HR qualification to complement this.



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.

Teaching and Learning Modes	1. Lectures / Classes 2. Other 3. Workshops
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Approved Countries	Ireland
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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
Programme Coordinator	Programme Coordinator with experience in relationship management, academic support and programme delivery.	1
Lecturer	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.	14
Programme Director	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
Career Advisor/Coach	A qualified career coach.	1

Approved Centres	Centre	Minimum Number of Learners per Intake per Centre	Maximum Number of Learners per Intake per Centre
	42522R National College of Ireland	15	200

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



Learner Teacher Ratios	Learning Activity	Ratio
	Lectures	1:100
	Dissertation Supervision	1:5

Programme being replaced by this Programme	Prog Code	Programme Title	Validated
	PG21879	Master of Arts in Human Resource Management	15-Oct-20



Embedded Programme

Validation Process: **Revalidation**

Code	Title	Award	Exit
PG24931	Postgraduate Diploma in Arts in Human Resource Management	Postgraduate Diploma in Arts (Postgraduate Diploma at NFQ Level 9) 9M21865 60 credits	FT - Yes PT - No

	Full Time	Part Time	Delivery Mode: full-time / part-time	Part Time Full Time - Exit-Only Award
Maximum Intakes per Annum:	N/A	1		
Minimum Learners per Intake:	N/A	15		
Maximum Learners per Intake:	N/A	100		
Duration (months)	N/A	24		

Target Learner Groups

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 senior management level with a specific focus on human resource management.

The target learners for the part-time MAHRM and PGDHRM programmes are primarily those currently working in the field of Human Resource Management, or those working in management positions with an interest in developing a new career in the field. Increasingly we are witnessing a growing number of applicants who have HR responsibility as part of their senior management roles and desire a HR qualification to complement this.

Full-time mode is an exit-only award, and cannot be enrolled on directly.

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.

Teaching and Learning Modes	<ol style="list-style-type: none"> 1. E-learning (directed) 2. Lectures / Classes 3. Practical Sessions 4. Tutorials
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Approved Countries	Ireland
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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
Lecturer	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.	14
Programme Director	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	Programme Coordinator with experience in relationship management, academic support and programme delivery.	1

Approved Centres	Centre	Minimum Number of Learners per Intake per Centre	Maximum Number of Learners per Intake per Centre
	42522R National College of Ireland	15	100

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

Learner Teacher Ratios	Learning Activity	Ratio
	Tutorials	1:25
	Lectures	1:100

Programme being replaced by this Programme	Prog Code	Programme Title	Validated
	PG21880	Postgraduate Diploma in Arts in Human Resource Management	15-Oct-20



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.

Part 2.5 Special Conditions of Validation



Programme and stage schedules

PG24917 Master of Arts in Human Resource Management

Name of Provider		National College of Ireland											
Programme Title		PG24917 Master of Arts in Human Resource Management											
Award Title		Master of Arts							Exit Award		N/A		
Teaching and learning modalities		Lectures / Classes; Workshops; Other											
Delivery Modes	Award Class	Award NFQ Level	Award EQF Level	Stage	Stage NFQ Level	Stage Credits	First Intake		ISCED Code				
Both	Major	9	7	Award Stage	9	90	Sep 2022		04.1.3				
Module				Total Student Effort Module (Hours)					Allocation of Marks				
Title	Semester	Status	Credit	Total Hours	Class Contact Hours	Direct e-learning	Hours of Independent learning	Work-based learning efforts	C.A. %	Project %	Skills demonstration %	Exam %	Workbased %
HRM in a Strategic Business Context	1	M	10	250	36	0	214	0	60	0	0	40	0
People Resourcing	1	M	5	125	24	0	101	0	100	0	0	0	0
Managing and Developing Talent	1	M	10	250	36	0	214	0	100	0	0	0	0
Employee Relations	1	M	5	125	24	0	101	0	100	0	0	0	0
Leading and Managing	2	M	10	250	36	0	214	0	60	0	0	40	0
Employment Law	2	M	5	125	24	0	101	0	0	0	0	100	0
International HRM	2	E	5	125	24	0	101	0	100	0	0	0	0
Mediation and Conflict Management	2	E	10	250	36	0	214	0	100	0	0	0	0
Investigating a Business Issue from a HRM Perspect	2	E	10	250	36	0	214	0	100	0	0	0	0
Organisational Design and Development	2	E	10	250	36	0	214	0	60	0	0	40	0
Strategic Reward Management	2	E	10	250	36	0	214	0	100	0	0	0	0
HR Analytics and Evidence Based Decision Making	2	E	5	125	24	0	101	0	60	0	0	40	0
The Science of Decision Making	2	E	5	125	24	0	101	0	60	0	0	40	0
Research Methods	Not Applicable	M	10	250	36	0	214	0	30	70	0	0	0



Dissertation	Not Applicable	M	20	500	10	0	490	0	0	100	0	0	0
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PG24931 Postgraduate Diploma in Arts in Human Resource Management

Name of Provider		National College of Ireland												
Programme Title		PG24931 Postgraduate Diploma in Arts in Human Resource Management												
Award Title		Postgraduate Diploma in Arts							Exit Award Only		FT - Yes / PT - No			
Teaching and learning modalities		Lectures / Classes; Practical Sessions; Tutorials; E-learning (directed)												
Delivery Modes	Award Class	Award NFQ Level	Award EQF Level	Stage	Stage NFQ Level	Stage Credits	First Intake		ISCED Code					
Part time	Major	9	7	Award Stage	9	60	Sep 2022		04.1.3					
Module				Total Student Effort Module (Hours)					Allocation of Marks					
Title	Semester	Status	Credit	Total Hours	Class Contact Hours	Direct e-learning	Hours of Independent learning	Work-based learning efforts	C.A. %	Project %	Skills demonstration %	Exam %	Workbased %	
HRM in a Strategic Business Context	1	M	10	250	36	0	214	0	60	0	0	40	0	
People Resourcing	1	M	5	125	24	0	101	0	100	0	0	0	0	
Managing and Developing Talent	1	M	10	250	36	0	214	0	100	0	0	0	0	
Employee Relations	1	M	5	125	24	0	101	0	100	0	0	0	0	
Leading and Managing	2	M	10	250	36	0	214	0	60	0	0	40	0	
Employment Law	2	M	5	125	24	0	101	0	0	0	0	100	0	
International HRM	2	E	5	125	24	0	101	0	100	0	0	0	0	
Mediation and Conflict Management	2	E	10	250	36	0	214	0	100	0	0	0	0	
Investigating a Business Issue from a HRM Perspect	2	E	10	250	36	0	214	0	100	0	0	0	0	
Organisational Design and Development	2	E	10	250	36	0	214	0	60	0	0	40	0	
Strategic Reward Management	2	E	10	250	36	0	214	0	100	0	0	0	0	
HR Analytics and Evidence Based Decision Making	2	E	5	125	24	0	101	0	60	0	0	40	0	
The Science of Decision Making	2	E	5	125	24	0	101	0	60	0	0	40	0	