

CERTIFICATE OF VALIDATION



QQI

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	Sep-20	1

	Code	Title	Award	Duration (Months)	Intakes per annum
Principal Programme	PG21802	Bachelor of Arts (Honours) in HRM Strategy and Practice	Bachelor of Arts (Honours) (Major Award at NFQ Level 8) 8M18843 180 credits	3 years PT	1
Embedded Programmes	PG21810	Diploma in HRM Strategy and Practice	Diploma (Minor Award at NFQ Level 7) 7H18869 60 Credits	1 year PT	1

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	15				
Maximum Intake into first year	75				

Target Learner groups

Typically mature learners with previous work experience in or who are currently employed in HR in low to middle-level positions and are seeking to develop their knowledge of HR and enhance their career prospects. Alternatively, individuals who are seeking to change career, to progress within HR or who have existing responsibilities for the management of staff and recognise the need for both a third level qualification and also professional accreditation.

Brief Synopsis of the programmes

The programme aims to provide learners with an in-depth knowledge of Human Resource Management (HRM), its core theories and application within the organisation. The programme will give an in-depth knowledge of the key skills required of the human resource professional and prepare graduates for membership of CIPD. Learners complete a range of generic business and specialist HRM modules assignments that involve critical assessment of approaches to HRM, practice-based assessments and case studies. The programme covers core HR areas, such as, Resourcing and Talent Planning, Employment Law, Employee Relations, Learning and Development, Ethics, Equality and Diversity and Change Management, while also introducing new and emerging HR practices such as HR Analytics, Strategic HRM, and Organisational Design. The emphasis on academic and practical skills development will prepare learners for a variety of roles in the industry.

Delivery mode: full-time / part-time

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 with a Masters or PhD level qualification in an appropriate discipline with academic experience delivering modules in Management, Accounting, Law and Human Resources at Level 8.	4
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	15	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
na	n/a		

Embedded Programme

Code	Title	Award	Duration (Months)	Annual Intakes
PG21810	Diploma in HRM Strategy and Practice	Diploma 7H18869 60 credits	1 year PT	1

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

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Approved countries where enrolled learners will be based

Ireland

Physical resource requirements

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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



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Approved Programme Schedule(s)

Name of Provider		NCI		Programme Codes			BAHSTP/PG21802			
Programme Title (i.e. named award)		BA in HRM Strategy and Practice								
Award Title (QQI named award)		Bachelor of Arts in HRM Strategy and Practice								
Stage Exit Award Title		Diploma in HRM Strategy & Practice								
Modes of Delivery (FT/PT/ACCS/BLENDED/OC etc)										
Stage		1		Number of Stages			3			
Award Class		Major			Award NQF Level			8		
Award EQF Level		6			Stage Credits (ECTS)			60		
Stage NQF Level					Stage EQF Level					
Date Effective		14/09/17			ISCED Subject Code					
Ref	Module Title	Module		ECTS Credit Number	Total Student Effort			Allocation of Marks		
		Status (M/E)	NQF Level		Total Hours	Contact Hours	Independent Learning	Course Work %	End of Module Formal Examination %	Total %
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	70	100.00
1.4	HRM in the Corporate Framework	M	7	10	250	36	214	0	100	100.00
1.5	Reward Management	M	7	10	250	36	214	100	0	100.00
1.6	Employment Relations - an Introduction	M	7	10	250	36	214	100	0	100.00
1.7	Academic Writing Skills	M	7	5	125	24	101	100	0	100.00
Special Regulations: None										



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Name of Provider			Programme Codes				BAHSTP/PG21802			
Programme Title (i.e. named award)			BA in HRM Strategy and Practice							
Award Title (QQI named award)			Bachelor of Arts							
Stage Exit Award Title										
Modes of Delivery (FT/PT/ACCS/BLENDED/OC etc)										
Stage			2		Number of Stages			3		
Award Class			Major				Award NQF Level		8	
Award EQF Level			6				Stage Credits (ECTS)		60	
Stage NQF Level							Stage EQF Level			
Date Effective			1/09/17				ISCED Subject Code			
Ref	Module Title	Module		ECTS Credit Number	Total Student Effort			Allocation of Marks		
		Status(M/E)	NQF Level		Total Hours	Contact Hours	Independent Learning	Course Work %	End of Module Formal Examination %	Total %
2.1	Learning and Development	M	7	10	250	36	214	100	0	100.00
2.2	Management Theory and Practice	M	7	10	250	36	214	40	60	100.00
2.3	The Economic & Financial Environment Of Business Decision Making	M	7	10	250	36	214	50	50	100.00
2.4	People Management	M	7	5	125	24	101	100		100.00
2.5	Ethics, Equality and Diversity	M	7	10	250	24	214	100	0	100.00
2.6	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 Regulations: None										



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Name of Provider					Programme Codes			BAHSTP/PG21802		
Programme Title (i.e. named award)		BA in HRM Strategy and Practice								
Award Title (HETAC named award)		Bachelor of Arts								
Stage Exit Award Title										
Modes of Delivery (FT/PT/ACCS/BLENDED/OC etc)										
Stage		Award			Number of Stages			3		
Award Class		Major			Award NQF Level			8		
Award EQF Level		6			Stage Credits (ECTS)			0		
Stage NQF Level					Stage EQF Level					
Date Effective		1/09/17			ISCED Subject Code					
Ref	Module Title	Module		ECTS Credit Number	Total Student Effort			Allocation of Marks		
		Status (M/E)	NQF Level		Total Hours	Contact Hours	Independent Learning	Course Work %	End of Module Formal Examination %	Total %
3.1	Strategic HRM	M	8	10	250	36	214	40	60	100.00
3.2	Contemporary Issues in IR	M	8	10	250	36	214	50	50	100.00
3.3	Contemporary Issues in HRM	M	8	10	250	36	214	50	50	100.00
3.4	Economic and Social Policy	M	8	10	250	36	214	50	50	100.00
3.5	Organisational Development	M	8	5	125	24	101	100		100.00
3.6	Change Management	M	8	10	250	36	214	100		100.00
3.7	Analytics for Human Resource Management	M	8	5	125	24	101	100		100.00
Special Regulations: None										