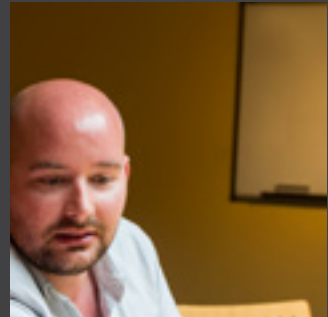


Higher Diploma

Human Resource Management



The Higher Diploma in HRM provides a structured educational opportunity for early career human resource professionals or those seeking to enter into the HR profession.

The Higher Diploma in HRM provides comprehensive coverage of the main role span of the HR professional in contemporary organisations and is accredited by the Chartered Institute of Personnel and Development (CIPD).

Students gain a broad understanding of the factors to be considered when developing, implementing, and evaluating HR systems; approaches to recruitment and selection, learning and development, and performance and rewards management; the impact of labour legislation; and managing employment relations within different organisational contexts.



PROGRAMME DESCRIPTION

The main aims of the programme are to:

- Enhance your ability to secure and embed current and critical perspectives through research led and practically applied teaching and learning
- Develop an in-depth understanding of the core functions in the area of HRM and provide insights on the latest developments in HRM
- Achieve a balance between applied business skills and academic scholarship
- Provide structured self-assessment and interaction with experienced guest speakers and industry peers
- Investigate a workplace problem of interest and relevance to the student with the support of an academic mentor

WHY STUDY THIS PROGRAMME?

12-month programme providing comprehensive coverage of the main role span of the HR professional in contemporary organisations.

On commencement of the programme, students receive student membership of the internationally recognised CIPD. Upon completion, graduates can apply for professional membership of the CIPD.

Mix of research led academics and senior HR professionals teach on the programme.

Strong focus on personal and career development, and the application of theory to the practice of HRM.



CAREER INFORMATION

Graduates of this programme have gone onto work in HR roles nationally and internationally across domestic and multinational companies, as well as in the public sector.

LEARNING OUTCOMES

On successful completion of this programme, students should be able to:

- Critically discuss the spectrum of HR activity and the role of the HR function in organisations today
- Demonstrate a broad understanding of the factors to be considered when implementing and evaluating selection, development, performance and rewards activities within varying organisational contexts
- Demonstrate a sound understanding of the knowledge, skills and behaviours required by HR professionals, whether in a generalist or specialist role
- Identify and review the business and external contextual factors affecting organisations and to assess the impact of these factors on the HR function
- Explain the major areas of employment legislation and the employment law system, focusing in particular on ways in which day-to-day HR activities are subject to regulation
- Engage in research and enquiry in order to identify appropriate data sources
- Support an investigation into an area of HR practice demonstrating analytical and problem-solving skills

PRACTICALITIES & ASSESSMENT

Practicalities

Students must complete the following modules:

- Managing the Human Resource Function
- Recruiting and Selecting Talent
- Human Resource Development
- Performance and Rewards Management
- Investigating a Business Issue from a Human Resource Perspective
- Employment Relations
- Business Issues and the Context of Human Resource Management
- Labour Law
- Engaging in Professional Human Resource Practice

Programme runs from September through to submission of a final management research report in August.

Modules are timetabled on Monday and Wednesday evenings from 6.30pm to 9.30pm along with a small number of Saturdays. Online tutorials and activities are also encompassed in the programme.

Assessment

A hybrid approach to assessment is used in this programme.

Assessment methods include online discussion forums, presentations, essays, a research proposal, case studies, and a continuous professional development plan.

During the programme students will work individually and in groups.

Duration: **12 Months (Part-Time)**

Teaching Mode: **Classroom**

Qualification: **HDip**

NFQ Level: **Level 8**



ENTRY REQUIREMENTS

Irish/EU Students

Applicants must have:

- At least an NFQ Level 7 qualification in any discipline and
- At least 2 years professional work experience
- Consideration may be given to applicants who do not fully meet the above criteria but who have significant professional experience in a related field such as human resource management, training and development, employment relations, coaching, supervisory and management roles AND at least an NFQ Level 6 qualification. In these circumstances an interview may form part of the application decision.

English Language Requirement:

Applicants from non-native English-speaking countries will be required to undertake a recognised English language test.

Please see accepted tests and minimum requirements below.

IELTS: 6.5

With no individual section lower than 5.5

TOEFL: 90

With minimum scores as follows:

- Listening: 17 - Reading: 18
- Speaking: 20 - Writing: 17

Cambridge Proficiency Exam: Grade C

Cambridge Advanced Exam: Grade B

Pearson PTE: 63

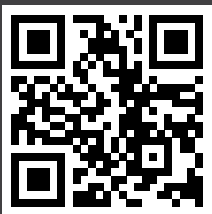
With no individual section lower than 59

Priority will be give to candidates with very high language skills.

APPLICATION PROCESS

Application for this programme is online at www.ucc.ie/en/apply

For more information on the Programme:



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