

APPROVED



Institiúid Teicneolaíochta Chorcaí
Cork Institute of Technology

Awards

BA (Hons)

Programme Code: CR_BHRMN_8

Mode of Delivery: Full Time, Part Time, ACCS

No. of Semesters: 8

NFQ Level: 8

Embedded Award: No

Programme Credits: 60

programmeReviewDate: June 2021

Department: ORGANISATION & PROFESSIONAL DEVELOPMENT

Programme Outcomes

Upon successful completion of this programme the graduate will be able to demonstrate... :

PO1	Knowledge - Breadth
(a)	An in-depth knowledge of advanced human resource management skills which would enable them to formulate, implement, monitor, evaluate and review procedures for managing people in organisations. Competence in leading human resource departments in organisations. Capability to work in a supervisory capacity where management of people is a core requirement, recognise that the human resource function is an integral part of an organisation and its activities are designed to support its corporate and business strategies.
PO2	Knowledge - Kind
(a)	The competence and knowledge required to integrate the learning experience through the production of a work-based project and consultancy project. Applying theoretical concepts to their own workplace from subject areas such as Learning, Consultancy in conjunction with Strategic Management, Organisational Psychology and Organisational Development as well as Emerging Markets.
PO3	Skill - Range
(a)	An ability to analyse HR problems and propose and implement solutions. A leadership role in training and development in their organisations; have a major input in the Health & Safety Statement for their organisation; organise the recruitment and selection process; support the performance management process; participate in Industrial Relations fora; fulfill roles in their organisations such as team leaders, line managers, training managers, supervisors and HR managers.
PO4	Skill - Selectivity
(a)	An understanding of the theoretical concepts to solving real HR problems in the work environment; utilise the practical skills gained on the programme in a range of HR issues; have an input into the identifying and solving of problems in areas such as training, induction, retention, change and performance management as well as supporting stakeholder communications.
PO5	Competence - Context
(a)	The ability to research HR problems and implement solutions to those problems; apply HR skills to a variety of business contexts; suggest creative and innovative solutions to HR issues; relate work-based problems to learning from the programme and case studies/research investigated.
PO6	Competence - Role
(a)	Their ability to work alone or as a member of a team; work as a member of a cross-functional team; be an effective and contributory member of a dynamic HR department; work effectively as a team member and team leader; supervise and manage local and/or remote workforces.
PO7	Competence - Learning to Learn
(a)	The competence to take responsibility for his/her own learning as evidenced by research assignments and directed study; successfully share and transfer knowledge as part of a learning organisation; utilise their programme learning to deal with new experiences and unfamiliar situations and continue their path of lifelong learning.
PO8	Competence - Insight
(a)	The ability to participate in the HR function of assisting employees in moral, social and ethical decisions; assist HR in implementing diversity policies and programmes in line with changing workplaces and practices.

Semester Schedules

Stage 4 / Semester 1

Mandatory	
Module Code	Module Title
MGMT8039	Consultancy and Research
SOCI8009	Organisational Development
MGMT8034	E-HRM
MGMT8035	Emerging Markets and Trends
MGMT8036	Negotiation
Elective	
Module Code	Module Title
PSYC8007	Psychometric Testing
PSYC8009	Occupational Psychology
FREE6001	Free Choice Module

Stage 4 / Semester 2

Mandatory	
Module Code	Module Title
MGMT8037	Managing an Int'l Workforce
MGMT8038	Corporate Strategy Implement.
ACCT7007	Business Finance
MGMT8040	Consultancy Project
Elective	
Module Code	Module Title
PSYC8008	Concept Acquisition
MMED7004	E-Learning
FREE6001	Free Choice Module