

Report of Validation Panel

Date of Meeting: June 9th, 2015

Named Award:	Postgraduate Diploma in Arts
Programme Title:	Postgraduate Diploma in Arts in Human Resources Management
Award Type:	Postgraduate Diploma
Award Class:	Major Award
NFQ Level:	Level 9
Intakes Commencing:	January 2015
ECTS/ACCS Credits:	30

ORIGINAL PANEL MEMBERS

Name / Function / Institution
Dr. Noel Harvey, Department of Business Studies, Galway-Mayo Institute of Technology
Ms. Margaret McCarthy, MCIPD, Human Resource Manager, Centra/Musgraves
Ms. Jennifer Hennessy, Dept of Business, Management and Organisation, WIT
Ms. Marese Bermingham, Office of Registrar & Vice-President for Academic Affairs, CIT

INTERNAL PANEL MEMBERS

Name / Function / Institution
Dr Stephen Cassidy, Dean of Academic Quality Enhancement
Dr Catherine Frehill, Module Moderator
Ms. Marese Bermingham, Head, CITSSERI

BACKGROUND

In June 2013, Academic Council approved a new programme entitled Master of Arts in Human Resource Management. One of the recommendations arising from the review was the following

The panel considered the option, outlined by proposers, to offer the award of Postgraduate Diploma as an exit strategy should participants in the programme not be in a position to complete the thesis element. The validation panel recommends that a short programme document for the Postgraduate Diploma option, with appropriately amended and relevant programme outcomes, be prepared. The validation panel support this development in principle and suggest that the resulting programme documentation should be reviewed by an internal panel as it is not necessary to reconvene the external panel given that all elements of the Post Graduate Diploma will be drawn from the reviewed Master's documentation.

In line with the above recommendation, the Department of Organisation and Professional Development has prepared a programme documents with appropriate programme outcomes for the award of Postgraduate Diploma in Arts in Human Resource Management. The internal panel reviewed the submitted document and believe that the document meets the recommendation specified by the Masters validation panel.

Conclusion

The validation panel recommends that the Postgraduate Diploma in Arts in Human Resource Management programme be validated for five academic years, or until the next programmatic review, whichever is soonest.

APPENDIX

Programme outcomes and semester schedules for the proposed Postgraduate Diploma in Arts in Human Resource Management

Programme Outcomes

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

PO1	Knowledge - Breadth
(a)	An in-depth knowledge of expert human resource management skills which will enable learners to formulate, implement, monitor, evaluate and review procedures for managing people in organisations. Competence in leading human resource departments in organisations and to participate in the strategic development of the organization. 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 research and production of projects and reports, and the ability to also apply such knowledge to both organisation-oriented cross modular assessments and live case study problems. Be able to apply the theoretical concepts to their own workplace from subject areas such as Performance Management, Coaching and Mentoring, Strategic Management, Psychometric Testing and Reward Management as well as Employee Engagement.
PO3	Skill - Range
(a)	A strong ability to analyse HR problems on the Strategic level and propose and implement solutions. Be able to play a leading role in training and development in their organisations; have a major input in the Strategic Mission Statement of their organisation.
PO4	Skill - Selectivity
(a)	An understanding of the overarching theoretical concepts of HR applied to solving real HR problems in the work environment; utilise the practical skills gained on the programme in a range of key HR issues; have an input into the identifying and solving of problems in areas such as training, induction, retention, change and performance management.
PO5	Competence - Context
(a)	The ability to research HR problems utilizing advanced research skills 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)	The ability to work alone or as a member of a team; to lead and supervise teams; work as a member of a cross-functional team; be an effective and contributory leader/manager of a dynamic HR department; work effectively as a 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 advanced 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; direct HR in implementing diversity policies and programmes in line with changing workplaces and practices.

Semester Schedules

Stage 1 / Semester 1

Mandatory								
Mod Code	Module Title	Co-ordinator	Level	Credits	FT Contact Hours	PT Contact Hours	Course Work	End of Module Formal Examination
MGMT9009	Research Methods (Approved)	DON CROWLEY	Expert	5.0	3.00	3.00	100.0	0.0
MGMT9004	International Corp. Strategy (Approved)	DON CROWLEY	Expert	5.0	3.00	3.00	50.0	50.0
MGMT9025	HRM in Context (Approved)	DON CROWLEY	Expert	5.0	0.00	2.00	40.0	60.0
MGMT9026	Coaching Mentoring (Approved)	DON CROWLEY	Expert	5.0	0.00	2.00	100.0	0.0
MGMT9028	Sourcing & Testing (Approved)	DON CROWLEY	Expert	5.0	3.00	2.00	100.0	0.0
MGMT9008	Enterprise Finance & Law (Approved)	DON CROWLEY	Expert	5.0	3.00	3.00	50.0	50.0

Stage 1 / Semester 2

Mandatory								
Mod Code	Module Title	Co-ordinator	Level	Credits	FT Contact Hours	PT Contact Hours	Course Work	End of Module Formal Examination
MGMT9005	Applied Corporate Strategy (Approved)	DON CROWLEY	Expert	5.0	3.00	3.00	100.0	0.0
MGMT9027	Employee Engagement (Approved)	DON CROWLEY	Expert	5.0	0.00	2.00	100.0	0.0
MGMT9029	Leading, Managing, Developing (Approved)	DON CROWLEY	Expert	5.0	0.00	2.00	100.0	0.0
MGMT9030	Training, Talent and Knowledge (Approved)	DON CROWLEY	Expert	5.0	0.00	2.00	100.0	0.0
MGMT9031	Reward and Incentive Mgmt (Approved)	DON CROWLEY	Expert	5.0	4.00	2.00	100.0	0.0
MGMT9032	Performance Management (Approved)	DON CROWLEY	Expert	5.0	0.00	2.00	100.0	0.0