



**Date of Meeting:** 20<sup>th</sup> March 2012

**Named Award:** Bachelor of Arts  
**Programme Title:** Human Resource Management  
**Award Type:** Bachelor of Arts  
**Award Class:** Major Award  
**NFQ Level:** Level 7  
**Commencing:** June 2012  
**ECTS/ACCS Credits:** 180

## PANEL MEMBERS

Name / Function / Institution
Dr Stephen Cassidy, Dean of Academic Quality Enhancement, CIT (Chair)
Dr Jim Walsh, Lecturer, Department of Management & Marketing, UCC
Ms Anne Marie McGrath, Course Leader, BA in Human Resource Management, WIT
Ms Claire Murphy, HR Manager, Apple
Ms Sandra Coombes, Director, Coombes HRM

## IN ATTENDANCE

Name / Function / Institution
Dr Catherine Frehill, Module Moderator, CIT

## PROPOSING TEAM MEMBERS

Name / Function / Department
Mr Don Crowley, Head of Department of Continuing Education
Mr Gerard O'Donovan, Head of School of Business
Dr Felix Raekson, Lecturer, Department of Continuing Education
Ms Olive Murphy-O'Dwyer, Lecturer, Department of Continuing Education
Ms Anne Crowley, Lecturer, Department of Continuing Education
Ms Deirdre O'Donovan, PhD. Student, Department of Management & Marketing
Ms Karen McCarthy, Lecturer, Department of Continuing Education

## BACKGROUND TO THE PROPOSED CHANGE

Whilst developing the proposed add-on honours degree in Human Resource Management, the programme team took the opportunity to review their existing Level 7 Degree in Human Resources Management. The programme team are proposing the following changes:

1. Replace the two project modules in Stage 1 with two previously approved modules in Behavioural Science.
2. Transfer the module Corporate Strategy Implementation into the BA (Hons) degree and replace it with the approved module Project Management Framework.

Appendix 1 shows the current approved semester schedule for the programme. Appendix 2 shows the proposed new structure incorporating the above changes.

## **FINDINGS OF THE PANEL**

The panel considered the proposals submitted by the programme team. The panel supports the view of the programme team that the changes proposed strengthen with Degree in Human Resource Management. Therefore, the Panel recommends that the proposed structure for the Bachelor of Arts in Human Resource Management be validated until the next programmatic review.

## Appendix 2 – Approved Semester Schedules

### Semester 1

Mandatory								
Mod Code	Module Title	Co-ordinator	Level	Credits	FT Hours Contact Hours	PT Hours Contact Hours	Course Work	Final Exam
CMOD6001	Creativity, Innovation & Teamwork (Approved)	STEPHEN CASSIDY	Fundamental	5.0	3.00	0.00	100.0%	0%
MGMT6010	Introduction to HRM (Approved)	DON CROWLEY	Fundamental	5.0	3.00	2.00	40.0%	60%
MGMT6005	Training & Development Princip (Approved)	DON CROWLEY	Fundamental	5.0	3.00	2.00	40.0%	60%
INFO6010	Human Resource Info. Systems (Approved)	DON CROWLEY	Fundamental	5.0	3.00	3.00	40.0%	60%
MGMT6014	T&D Design & Delivery. (Approved)	DON CROWLEY	Fundamental	5.0	3.00	2.00	50.0%	50%
MGMT6009	Introduction to Project (Approved)	DON CROWLEY	Fundamental	5.0	3.00	1.00	100.0%	0%

### Semester 2

Mandatory								
Mod Code	Module Title	Co-ordinator	Level	Credits	FT Hours Contact Hours	PT Hours Contact Hours	Course Work	Final Exam
LEGS6004	Introduction to Employment Law (Approved)	DON CROWLEY	Fundamental	5.0	3.00	2.00	40.0%	60%
MGMT6013	Introduction to Employee Relat (Approved)	DON CROWLEY	Fundamental	5.0	3.00	2.00	50.0%	50%
MGMT6007	Recruitment and Selection (Approved)	DON CROWLEY	Fundamental	5.0	3.00	2.00	100.0%	0%
MGMT6011	Employee Behav. & Motivation (Approved)	DON CROWLEY	Fundamental	5.0	3.00	2.00	100.0%	0%
MGMT6004	Performance Management (Approved)	DON CROWLEY	Fundamental	5.0	3.00	2.00	100.0%	0%
MGMT6008	Project (Approved)	DON CROWLEY	Fundamental	5.0	3.00	2.00	100.0%	0%

### Semester 3

Elective Regulation

25 credits are required to complete this semester.

Mandatory								
Mod Code	Module Title	Co-ordinator	Level	Credits	FT Hours Contact Hours	PT Hours Contact Hours	Course Work	Final Exam
MGMT7003	Current Issues in People Mgt (Approved)	DON CROWLEY	Intermediate	5.0	3.00	2.00	40.0%	60%
MGMT7018	People Resourcing Skills (Approved)	DON CROWLEY	Intermediate	5.0	3.00	2.00	100.0%	0%
MGMT7011	Individual Employee Relations (Approved)	DON CROWLEY	Intermediate	5.0	3.00	2.00	40.0%	60%
LEGS6003	Business Law (Approved)	DON CROWLEY	Fundamental	5.0	3.00	2.00	100.0%	0%
MGMT7016	Managing Information-Stats & A (Approved)	DON CROWLEY	Intermediate	5.0	7.00	2.00	40.0%	60%

### Semester 4

Elective Regulation

35 credits are required to complete this semester.

Mandatory								
Mod Code	Module Title	Co-ordinator	Level	Credits	FT Hours Contact Hours	PT Hours Contact Hours	Course Work	Final Exam
MGMT6037	Management Concepts (Approved)	DON CROWLEY	Fundamental	5.0	3.00	2.00	30.0%	70%
MGMT7068	Management Practices (Approved)	DON CROWLEY	Intermediate	5.0	3.00	2.00	30.0%	70%
MGMT7001	Industrial Relations (Approved)	DON CROWLEY	Intermediate	5.0	3.00	2.00	100.0%	0%
MGMT7009	Employment Law (Approved)	DON CROWLEY	Intermediate	5.0	3.00	2.00	40.0%	60%
MGMT7017	Economic Data and Principles. (Approved)	DON CROWLEY	Fundamental	5.0	3.00	2.00	40.0%	60%
MGMT7010	Integrated Case Study (Approved)	DON CROWLEY	Intermediate	10.0	6.00	2.00	0.0%	100%

## Semester 5

Mandatory								
Mod Code	Module Title	Co-ordinator	Level	Credits	FT Hours Contact Hours	PT Hours Contact Hours	Course Work	Final Exam
MGMT7025	Learning and Training (Approved)	DON CROWLEY	Intermediate	5.0	3.00	2.00	100.0%	0%
MGMT7037	Corporate Strategy Development (Approved)	DON CROWLEY	Intermediate	5.0	3.00	2.00	100.0%	0%
MGMT7033	Corp Strategy Implementation (Approved)	DON CROWLEY	Intermediate	5.0	3.00	2.00	30.0%	70%
MGMT7035	Employee Rewards - Processes (Approved)	DON CROWLEY	Intermediate	5.0	3.00	2.00	40.0%	60%
MGMT7034	Employee Rewards - Systems (Approved)	DON CROWLEY	Intermediate	5.0	3.00	2.00	100.0%	0%
MGMT7038	Research Methods for HRM (Approved)	DON CROWLEY	Intermediate	5.0	0.00	1.73	100.0%	0%

## Semester 6

Mandatory								
Mod Code	Module Title	Co-ordinator	Level	Credits	FT Hours Contact Hours	PT Hours Contact Hours	Course Work	Final Exam
MGMT7028	Training and Testing (Approved)	DON CROWLEY	Intermediate	5.0	3.00	2.00	100.0%	0%
MGMT7031	Health & Safety Legislation (Approved)	DON CROWLEY	Intermediate	5.0	3.00	2.00	40.0%	60%
MGMT7030	Health & Safety - Practical (Approved)	DON CROWLEY	Intermediate	5.0	3.00	2.00	100.0%	0%
MGMT7036	HR Strategy Development (Approved)	DON CROWLEY	Intermediate	5.0	3.00	2.00	40.0%	60%
MGMT7044	HR Strategy Implementation (Approved)	DON CROWLEY	Intermediate	5.0	3.00	2.00	100.0%	0%
MGMT7041	HRM3 Project (Approved)	DON CROWLEY	Advanced	10.0	0.00	0.20	100.0%	0%

## Appendix 2 –Proposed Semester Schedules

### Semester 1

Mandatory								
Mod Code	Module Title	Co-ordinator	Level	Credits	FT Hours Contact Hours	PT Hours Contact Hours	Course Work	Final Exam
CMOD6001	Creativity,Innovation&Teamwork (Approved)	STEPHEN CASSIDY	Fundamental	5.0	3.00	0.00	100.0%	0%
MGMT6010	Introduction to HRM (Approved)	DON CROWLEY	Fundamental	5.0	3.00	2.00	40.0%	60%
MGMT6005	Training & Development Princip (Approved)	DON CROWLEY	Fundamental	5.0	3.00	2.00	40.0%	60%
INFO6010	Human Resource Info. Systems (Approved)	DON CROWLEY	Fundamental	5.0	3.00	3.00	40.0%	60%
MGMT6014	T&D Design & Delivery. (Approved)	DON CROWLEY	Fundamental	5.0	3.00	2.00	50.0%	50%
PSYC6002	Behavioural Science 1 (Approved)	BRIAN MC GRATH	Fundamental	5.0	3.50	2.00	30.0%	70%

### Semester 2

Mandatory								
Mod Code	Module Title	Co-ordinator	Level	Credits	FT Hours Contact Hours	PT Hours Contact Hours	Course Work	Final Exam
LEGS6004	Introduction to Employment Law (Approved)	DON CROWLEY	Fundamental	5.0	3.00	2.00	40.0%	60%
MGMT6013	Introduction to Employee Relat (Approved)	DON CROWLEY	Fundamental	5.0	3.00	2.00	50.0%	50%
MGMT6007	Recruitment and Selection (Approved)	DON CROWLEY	Fundamental	5.0	3.00	2.00	100.0%	0%
MGMT6011	Employee Behav. & Motivation (Approved)	DON CROWLEY	Fundamental	5.0	3.00	2.00	100.0%	0%
MGMT6004	Performance Management (Approved)	DON CROWLEY	Fundamental	5.0	3.00	2.00	100.0%	0%
PSYC6003	Behavioural Science 2 (Approved)	BRIAN MC GRATH	Fundamental	5.0	3.50	2.00	30.0%	70%

### Semester 3

Elective Regulation

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Mod Code	Module Title	Co-ordinator	Level	Credits	FT Hours Contact Hours	PT Hours Contact Hours	Course Work	Final Exam
MGMT7003	Current Issues in People Mgt (Approved)	DON CROWLEY	Intermediate	5.0	3.00	2.00	40.0%	60%
MGMT7018	People Resourcing Skills (Approved)	DON CROWLEY	Intermediate	5.0	3.00	2.00	100.0%	0%
MGMT7011	Individual Employee Relations (Approved)	DON CROWLEY	Intermediate	5.0	3.00	2.00	40.0%	60%
LEGS6003	Business Law (Approved)	DON CROWLEY	Fundamental	5.0	3.00	2.00	100.0%	0%
MGMT7016	Managing Information-Stats & A (Approved)	DON CROWLEY	Intermediate	5.0	7.00	2.00	40.0%	60%

### Semester 4

Elective Regulation

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Mandatory								
Mod Code	Module Title	Co-ordinator	Level	Credits	FT Hours Contact Hours	PT Hours Contact Hours	Course Work	Final Exam
MGMT6037	Management Concepts (Approved)	DON CROWLEY	Fundamental	5.0	3.00	2.00	30.0%	70%
MGMT7068	Management Practices (Approved)	DON CROWLEY	Intermediate	5.0	3.00	2.00	30.0%	70%
MGMT7001	Industrial Relations (Approved)	DON CROWLEY	Intermediate	5.0	3.00	2.00	100.0%	0%
MGMT7009	Employment Law (Approved)	DON CROWLEY	Intermediate	5.0	3.00	2.00	40.0%	60%
MGMT7017	Economic Data and Principles. (Approved)	DON CROWLEY	Fundamental	5.0	3.00	2.00	40.0%	60%
MGMT7010	Integrated Case Study (Approved)	DON CROWLEY	Intermediate	10.0	6.00	2.00	0.0%	100%

## Semester 5

Mandatory								
Mod Code	Module Title	Co-ordinator	Level	Credits	FT Hours Contact Hours	PT Hours Contact Hours	Course Work	Final Exam
MGMT7025	Learning and Training (Approved)	DON CROWLEY	Intermediate	5.0	3.00	2.00	100.0%	0%
MGMT7037	Corporate Strategy Development (Approved)	DON CROWLEY	Intermediate	5.0	3.00	2.00	100.0%	0%
MGMT7046	Project Management Framework (Approved)	DON CROWLEY	Intermediate	5.0	3.00	2.00	40.0%	60%
MGMT7035	Employee Rewards - Processes (Approved)	DON CROWLEY	Intermediate	5.0	3.00	2.00	40.0%	60%
MGMT7034	Employee Rewards - Systems (Approved)	DON CROWLEY	Intermediate	5.0	3.00	2.00	100.0%	0%
MGMT7038	Research Methods for HRM (Approved)	DON CROWLEY	Intermediate	5.0	0.00	1.73	100.0%	0%

## Semester 6

Mandatory								
Mod Code	Module Title	Co-ordinator	Level	Credits	FT Hours Contact Hours	PT Hours Contact Hours	Course Work	Final Exam
MGMT7028	Training and Testing (Approved)	DON CROWLEY	Intermediate	5.0	3.00	2.00	100.0%	0%
MGMT7031	Health & Safety Legislation (Approved)	DON CROWLEY	Intermediate	5.0	3.00	2.00	40.0%	60%
MGMT7030	Health & Safety - Practical (Approved)	DON CROWLEY	Intermediate	5.0	3.00	2.00	100.0%	0%
MGMT7036	HR Strategy Development (Approved)	DON CROWLEY	Intermediate	5.0	3.00	2.00	40.0%	60%
MGMT7044	HR Strategy Implementation (Approved)	DON CROWLEY	Intermediate	5.0	3.00	2.00	100.0%	0%
MGMT7041	HRM3 Project (Approved)	DON CROWLEY	Advanced	10.0	0.00	0.20	100.0%	0%