

Programme Information

**Bachelor of Arts in Human Resource
Management & the Future of Work**

NFQ Level 8
Two Year Part-time
Blended Learning

Quick View:

Year 1 Semester 1	Semester 2	Start Date	Application Closing Date	Induction	Weekly Timetable	Fee	Deposit*
Sept. 2022 – Dec. 2022	Jan. 2023 – May 2023	Week 1 Sept. 5th	10/8/22	Week Commencing 29 th August	TBC	EU = €3,500 Non-EU = €4,750	EU = €250 Non-EU = €600

*The deposit is required once an offer is issued to secure a place.

Course Introduction:

People should be an organisations greatest asset. Managing and developing and retaining talent within an organisation can be crucial to success. If you want to develop a career in management or HR in the public, private and not-for-profit sectors, then this course may be perfect for you.

This programme provides an excellent platform for developing a HR career. It is suitable for people who have worked in a HR or a middle management/supervisory role in the public, private or not-for-profit sectors; people who have owned or run a business; people who have been involved in unions or employer organisations; people who have worked in recruitment agencies or consultancies.

The blended delivery gives students the flexibility to adapt their learning around other commitments but retains an all-important in person component which helps develop peer-to-peer networks and a supportive learning environment.

Learning Outcomes:

On successful completion of this programme, the graduate will have:

- In-depth knowledge and skills required for effective management, leadership and strategic thinking in the context of a digital work environment.
- An understanding of the impact of external social, economic, regulatory, and political trends on organisations and wider society.
- Confidence and capability to engage effectively with peers in the HR profession, and other relevant stakeholders in a work futures context.

Entry Requirements:

Minimum Level 6 appropriate qualification in Human Resource Management or cognate area. Minimum 2 years work experience with at least 6 months in a supervisory or equivalent capacity.

Students with successful completion of a Level 7 qualification in Human Resource Management or a cognate area will be considered for entry to Year 2 of the course. Requirements for a minimum two years' work experience with at least six months in a supervisory or equivalent capacity.

Alternative Entry Route:

In accordance with the University's policy on the Recognition of Prior Learning, candidates who do not meet the minimum entry criteria may be considered.

Programme Content:

<p>Year 1</p> <p>Semester 1</p> <p>September – December 2022</p>	<p>HRM in a Digitalised World This module will allow students to develop understanding of how changes in the world of work impact on Human Resource Management (HRM) and its application to the workplace.</p> <p>Contemporary Regulation of Work This module will cover key aspects of the regulations surrounding the employment relationship.</p> <p>Applying Organisation Behaviour Learners will develop an understanding of the behavioural factors impacting the management of people at work</p>
<p>Semester 2</p> <p>January – May 2023</p>	<p>Critical Perspectives on Work The module will aim to foster an understanding of the various changes in employment relations, including debates around the future of work and the impact of technology and hybrid work environments on employment relations.</p> <p>Learning & Development in Organisations In this module we will cover analysing training needs, designing, delivering and evaluating training interventions using technology and digital tools.</p> <p>HRM Skills in the Digitalised Workplace This module will build in students a keen understanding of the importance of developing the key skills required in professional HR roles. The module begins with discussions about the role of the HR practitioner in contemporary organisations and progresses to equip students with the skills required for such roles.</p> <p>Principles of Economics Will introduce students to some of the key principles underlying the Economy. This course will blend concepts and theory from both microeconomics and macroeconomics in a bid to offer students insights into how the everyday occurrences of the economy operate.</p>
<p>Year 2</p> <p>Semester 1</p> <p>September – December 2023</p>	<p>Automation and the Future of Work This module integrates students' knowledge and competence from other HR modules and work experience. This allows students, individually and as a group, to analyse key HR issues in the wider national and international context.</p> <p>Workplace Conflict Resolution The module will explore the practice of alternative dispute resolution. Students will examine the role of technology in conflict resolution such as e-mediation. Students will be invited to reflect on their conflict resolution skills.</p> <p>Leaders and Leadership Development The module will examine the nature and role of sustainable leadership in a contemporary business context, advance students' ability to understand the impact of emerging trends on both the role and development needs of leaders, provide opportunities for students to explore how leaders and leadership can be best developed in a digital age develop students' understanding of their leadership traits and development opportunities.</p> <p>Sociology of Work This module will introduce theoretical perspectives on work and investigate the ongoing transformation of work practices. We will also explore the effects of class, gender, 'race' and ethnicity, among other social divisions, on access to and experience of work. Other themes include unemployment, precarious employment, retirement, technological innovation, migration, globalisation and the rise of trans-national corporations, with a focus on applied research and theory in helping us understand the world of work.</p>

Semester 2 January – May 2024	The Changing World of Work and Employment Relations This module will provide students with insights into the nature of contemporary employment relations, the underpinning forces that shape the landscape of industrial relations and current key concerns and developments.
	Managing HRM in a Global Context This module examines the substantive areas surrounding international human resource management (IHRM). The development of IHRM as a research field is explored which will include examining how people management has changed as a result of globalisation.
	Contemporary Issues in Organisation Behaviour This module provides an arena for an advanced analysis of behaviour in organisations. Focusing on the organisational context, and with a particular focus on the future of work, it explores emerging and topical themes and issues arising in the field of organisational behaviour and encourages the learner to investigate the dynamics of organisational life from a variety of perspectives.

How will students be assessed?

The assessment is varied across the programme. There is a mix of individual and group work. Assessments can include case studies, presentations, essays, role play simulations, academic journal reviews and self-reflective writing. While there is a strong focus on continuous assessment there may be a small number of end-of-term exams for some modules.

Course structure:

Type	Delivery Method	Duration	Recorded Lectures Per Week	Live Tutorial/Q&A Per Week	Private Study	Weekly Time Commitment
Flexible	Blended Online/In Person	2 Years	Asynchronous weeks – each module will post 2hrs online	On campus weeks – a 2hr lecture for each module	Additional study in line with ECTS credits for each module.	12 – 15

Online asynchronous material is recorded and posted on the Virtual Learning Environment (VLE) for students to engage with at a time that suits their schedule. There are four in person sessions (dates below) over the course of each semester which students must attend. These sessions will take place on a Monday from 9am-6pm on campus.

Year 1 Autumn Semester Week 3: Monday 19th September Week 6: Monday 10th October Week 8: Monday 24th October Week 11: Monday 14th November	Year 2 Autumn Semester Week 2: Monday 12th September Week 5: Monday 3rd October Week 7: Monday 17th October Week 10: Monday 7th November
Spring Semester 4 Mondays – dates TBC	Spring Semester 4 Mondays – dates TBC

Course Director Profile:



Dr. Lorraine Ryan
Dept. of Work &
Employment Studies

Dr. Ryan is a lecturer in Employment Relations & Human Resource Management in the Department of Work & Employment Studies. She graduated from the University of Limerick with a BBS in 2002, an MBS (Human Resource Management) in 2003 and a PhD in 2010. Lorraine is a former IRCHSS government of Ireland scholar.

Dr. Ryan's main research interests include precarious work, zero hours contracts, automation and the future of work, workplace democracy, workplace bullying, annual hours agreements and mutual gains, employment law and employment relations. She has published widely including in Economic and Industrial Democracy, International Journal of Human Resource Management and Employee Relations and has presented at numerous international conferences. Her research includes commissioned reports on zero hours work to the Irish Government and the International Labour Organisation (ILO).

Frequently Asked Questions

1. *What would be a good feeder course for a student to go on this programme?*

The existing Higher Certificate in Supervisory and HR Practice (this will be replaced by the Higher Certificate in Human Resource Management and the Digital Workplace from academic year 2022/23 onwards) and the existing Diploma in Human Resource Management

2. *Who is this course for?*

Those interested in developing a career in management or HR in the public, private and not-for-profit sectors.

3. *What types of roles would candidates, considering this course, have held?*

People who have worked in a HR or a middle management/supervisory role in the public, private or not-for-profit sectors; people who have owned or run a business; people who have been involved in unions or employer organisations; people who have worked in recruitment agencies or consultancies.

4. *What types of roles will candidates be qualified for after taking this course?*

The programme provides an excellent platform for develop a career in HR

5. *Is there a list of companies & industries that are the ideal fit?*

Students from all industries with an interest in people management are welcome.

Sample list of companies where students on the existing BA programme have worked:

Cook Medical; Northern Trust; Gardai; Defence Forces; HSE; Dell; SIPTU; Milford Hospice; Analog Devices; Penneys