VALIDATION REPORT

1.	Title of Programme(s): (incl. Award Type and Specify Embedded Exit Awards)	Bachelor of Arts (Honours) in Human Resource Management Exit Award: Higher Certificate in People Skills
2.	NFQ Level(s)/ No. ECTS:	240 ECTS, Level 8 120 ECTS, Level 6 (Exit award)[1]
3.	Duration:	4 Years Part-Time 2 Years Part-Time (Exit award)
4.	ISCED Code:	0413 – Management & Administration
5.	School / Centre:	School of Business
6.	Department:	Organisational Development
7.	Type of Review:	New Programme Validation
8.	Date of Review:	30th May, 2022
9.	Delivery Mode:	Blended combination of on-site and on-online
10.	Panel Members:	Ms Frances O'Connell, Vice President Student Education and Experience, Technological University of the Shannon, (Chair) Mr Ger Healy, Lecturer, University of Limerick Ms Caroline Conlon, Lecturer Technological University of the Shannon Ms Joan Hannon, HR Manager, Boston Scientific, Galway Prof Graham Heaslip, Head of School of Engineering, GMIT (Secretary)
11.	Proposing Staff:	Dr Seamus Lennon Mr Michael Gill Ms Caroline Clarke Mr Shane Byrne Ms Clodagh Geraghty Mr Declan Hoban Ms Celene Dunphy Mr Deaglan O'Riain Dr Maggie Wood Ms Niamh Hearns
12.	Programme Rationale:	The Covid-19 global pandemic has driven the most dramatic change in work practices since the Industrial Revolution. In March 2020 HR practitioners had to oversee and implement profound changes in the way that people work. In the early days of the pandemic goodwill propelled both employees and managers to provide services and goods in new ways. However, more than a year on it is necessary to reframe traditional ways of managing and establish practices, policies and procedures which will serve organisational objectives and ensure the health

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[1] There is no exit award at Level 7 180 ECTS due to the distribution of CIPD accreditation related modules across both Stage 3 and Stage 4 of the programme, with insufficient Associate CIPD accreditation competency being achieved by Stage 3.

		and safety of workers during the pandemic and in the future. Competent, professional, HR practitioners are needed now more than ever as we face a host of systemic challenges within organisations. The extraordinary challenge of the Covid-19 pandemic has tested traditional management structures and emphasised the need for more agile people management and this is well evidenced in the rapid change to remote working in the last year. These current challenges coexist alongside the traditional professional hurdles of Human Resource Management such as employment law, compliance, recruitment and selection and skills shortages, performance management, employee relations, rapidly advancing technology and workplace stresses. These traditional difficulties must now be managed alongside the new complexities of the management of remote workers whilst the world is still in the grip of a global pandemic. Unprecedented professionalism in HR practice is required to manage these multifaceted challenges.
13.	Proposed Student Intake:	24
14.	Stakeholder Engagement:	In preparation for the submission 3 stakeholder events took place, identifying significant interest in this programme from students, graduates, HR practitioners and local industry. There was consensus from the stakeholders that a Level 8 qualification is appropriate in the context of 'broader thinking' and progression within an organisation. The stakeholders also expressed support for development of a Masters in HRM by ATU.
15.	Graduate Demand/Employment:	The programme is aimed at people working or aspiring to work in HR. Potential students are likely to already be in employment, with some students coming from defined HR roles. The programme could appeal to candidates who have already achieved qualifications in business or other disciplines and are now interested in specialising in HR.
16.	Entry Requirements, Access, Transfer & Progression:	The proposers stipulated applicants must be 23 years of age on or before the 1st of January in the year of admission and have two years' work experience in a relevant organisational context. It is not a requirement that applicants are working or have worked specifically in a HR role. The general leaving certificate entry requirement is Grade O6/H7 or better in 6 leaving certificate subjects including English or Irish and Mathematics. 2 of the 6 leaving certificate subjects must be passed in higher level papers at grade H5 or higher with a minimum of 160 points. Advanced entry into second year of the programme is available to students who have successfully completed one year of a cognate qualification and who have two years broad work experience. Advanced entry into third year of the programme is available to students who have a higher certificate qualification (level 6) in a cognate area and 2 years of broad work experience.

		Advanced entry into fourth year of the programme is available to students who have a degree qualification (level 7) in a cognate area and 2 years of broad work experience. It is important to note that 3rd and 4th year of the programme are mapped to the Profession Map of the CIPD for associate level membership. Non-EU applicants who are not English speakers must have a minimum score of 5.5 (with a minimum of 5.0 in each component) in the International English Language Testing System (IELTS) or equivalent. All results must have been achieved within 2 years of application to GMIT. EU applicants who are not English speakers are recommended to have a minimum score of 5.5 (with a minimum of 5.0 in each component) in the International English Language Testing System (IELTS) or equivalent.
17.	Programme Structure:	The programme has been designed for delivery over 4 years for part-time students to achieve a Level 8 award. At each stage the student receives 60 credits on completion, culminating in 240 credits. Consequently, the programme is 240 credits at level 8, delivered on a part-time basis.
18.	Learning, Teaching & Assessment Strategies:	This programme is designed as a part-time blended programme delivered over four academic years. The teaching and learning strategy will provide a creative and participatory learning environment to empower students to become HR leaders. The programme will employ a consistent pedagogical approach that will ensure a balance between online and face-to-face participatory workshops, online resources, mentoring, peer learning, contextualized work-based learning, and self-directed independent study. Key to this will be encouraging social discourse through peer and group learning to catalyse knowledge construction, development of critical thinking skills and the building of a community. Students will be encouraged to take responsibility for their own academic and personal development within a supportive learning environment and community of practice.
19.	Resource Implications:	No additional human resources are required for the programme. This programme will be self-financing. The following are costs in addition to the normal delivery costs and will be covered in the price of the programme to students. CIPD centre fee - €3,000 Residential Weekend - Year 2: €9,600, Year 3: €9,600 Guest speakers - €2,400 Library - €900
20.	Synergies with Existing Programmes:	There will be two common modules from the Certificate in Supervisory Management - Supervisory Management (15 credits) and Law/ Human Resources (10 credits) in second year.

21.	Findings and Recommendations:	The panel commended the proposing team on their responsiveness to addressing the conditions and recommendations noted in the initial panel report. It also commended the proposing team on the programme's content responding to industry needs, and the degree of consultation with industry in the programme design, in conjunction with the programme addressing CIPD accreditation competency requirements (stage 3 and 4 of the programme). The panel recommend approval of the proposed programme subject to the following recommendations, see below. Commendations: 1. There is evidence of extensive engagement with industry in relation to the development of the programme. 2. It is encouraging to see the commitment of the University, School and Department teams to the development, delivery, and resourcing of this contemporary programme. 3. The proposing team are to be commended on the quality of the documentation presented to the external validation panel. 4. Programme content is inclusive across all stages an all modules. 5. The modules are very contemporary and forward thinking addressing the needs of industry. 6. The programme team have addressed the previous feedback provided on 21st February 2022.
		Conditions: None
		Recommendations: 1. Self-directed learning hours to be identified within the programme documentation and student handbook to ensure all learning, both directed and self-directed is clearly accounted for and delineated in the related programme documentation. 2. Review and revise the repeat assessment strategy for each module ensuring that the repeat mechanism defined is relevant in a repeat assessment setting for that module and that student focused interpretation is clear in the module description. 3. Section 4.7 page 15 should note the NFQ. 4. Review and update book and other resources, ensuring consistency of referencing format. Include journal and website resources, as relevant. 5. Update section 2 to reflect the transition from GMIT to ATU.
22.		Approved:	

	FAO: Academic Council:	Approved subject to conditions and/or recommended changes:	X
		Not approved at this time:	
	Signed:	*Frances O' Connell*	*Graham Scott*
		Chair	Secretary
	Date:	3rd June 2022	