

Masters Entry Diploma in Human Resource Management University of Wales

Nine Months Full-time

Qualification

On successful completion of the programme you will be awarded a Masters Entry Diploma in Human Resource Management.

Awarding Body

University of Wales

Course Description

This course is designed to meet the needs of HR managers in many different types of organisation and as such, demands the ability to relate learning to the workplace. It is aimed at practicing managers and those who have recent relevant experience.

Mode

Full-time at IBAM Study Centre

Course Content (Modules)

Comprises five modules:

1. Human Resource Practice

- Role of HR function
- Aspects of HR theory
- HR practitioner – activities and conflict
- HR and business performance – competitive advantage, added value
- International perspective
- Evaluating HR
- Quantitative techniques relating to HRM

2. Employee Relations

- HR planning – resource strategies, future needs, workforce turnover
- Recruitment and selection practices – interviewing and testing
- Employee induction
- Exit management – release and dismissal
- Performance management theory and practice
- Review processes
- Reward management systems and policies
- Job evaluation and classification
- Managing employee relations – pay structures and employee benefits
- Empowerment, involvement and participation

3. Human Resource Services and Employee Legislation (UK students only)

- Welfare
- Health and Safety – policy, safety inspections, accident prevention

- Employment practices – terms and conditions, contracts, policies
- Equal opportunity and diversity management
- Grievance and disciplinary procedures
- Stress management and work life balance
- European directives

OR

Global Human Resource Management (OS students only)

- The international perspective of human resource management and management practice
- Cultural diversity in globalisation
- International employment legislation
- Role of multinationals

4. Undertaking Research

- Learning styles
- Time management
- Project Management
- Introduction to research methodology
- The 'management toolkit'
- Internal communication

5. Independent Study

You will undertake an independent research project which will demand some academic analysis in the context of an organisational problem.

Assessment

The modules are assessed as follows:

Human Resource Practice – Case study
Employee Relations – Work based assessment
Human Resource Services and Employee Legislation – 24-hour assessment
Global Human Resource Management - 24-hour assessment
Undertaking Research – Research Proposal
Independent Study – Management Report

Entry Requirements

Entry to the Diploma is available to all those who can demonstrate they will benefit from it. Candidates should be able to demonstrate the ability to learn at this level through the possession of prior qualifications or experience. The programme is however designed to meet the needs of middle managers and as such demands the ability to relate learning to the workplace. Candidates will therefore normally be practicing managers or have recent relevant experience.

What's Included

In addition to full tuition, All online study materials and student handbooks are supplied. You will be allocated a tutor for academic support who you can contact as often as you like by telephone and email. You will also have access to a programme co-ordinator for administrative support. You will also have access to an online Virtual Campus.

Exemptions

No exemptions are allowed for this programme.

How to Apply

In addition to the completed application form:

- Copies of your relevant certificates and/or transcripts
- Two suitable references. Please note we can only accept academic and/or professional work references.
- Copy of your CV detailing your work history (covering the last five years).

For visa requirements please visit:
www.rdi.co.uk/visa

 **Apply online**
Visit our website www.rdi.co.uk

 **Email us**
Email succeed@rdi.co.uk

 **Call us**
Contact us today on
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