

# Master Entry Diploma in Human Resource Management

## University of Wales

Nine Months Full-time

**ibam**  
www.theibam.co.uk



### 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

#### Duration of Programme

Normally one year

#### 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. Candidates should have English ability equivalent to an IELTS score of 6.0.

#### What's Included

RDI's Online University **ilearn** is used to deliver all resources for this course including:

- **Free Laptop** - Access electronic copies of your learning materials and important information, such as assessment instructions, whenever and wherever you are.
- **Tutor support** - On campus based lectures and tutorials to enhance study materials and generate discussion with fellow students
- **External resources** - Links to external sources can include key journal articles, your university's online library, sites of topical interest, etc.

#### 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 year

#### W Apply online

Visit our website

[www.theibam.co.uk/apply](http://www.theibam.co.uk/apply)

#### @ Email us

Email [succeed@theibam.co.uk](mailto:succeed@theibam.co.uk)

#### ☎ Call us

Contact us today on  
**024 765 15700**

\*These degrees are validated and awarded by the University of Wales, UK. For further details regarding the University and its validation services, please log on to

[www.wales.ac.uk/validation](http://www.wales.ac.uk/validation) or email [validation@wales.ac.uk](mailto:validation@wales.ac.uk)