

Masters Entry Diploma in Human Resource Management*

University of Wales

Qualification

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

Awarding Body

This scheme is validated and awarded by the University of Wales. For further details regarding the University and its validation services, please visit www.wales.ac.uk/validation.

Course Description

This course is designed to meet the needs of HR managers 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

Online distance learning

Course Content (Modules)

Comprises six 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

2. The Human Resource & Employee Relations

- HR planning – resource strategies, future needs, workforce turnover
- Recruitment & selection practices – interviewing and testing
- Employee induction
- Exit management – release and dismissal

3. Performance Management – Reward Management & Employee Relations

- Performance management theory & practice
- Review processes
- Reward management systems and policies
- Job evaluation and classification
- Managing employee relations – pay structures & employee benefits
- Empowerment, involvement & participation

4. Human Resource Services and Employee Legislation

- Welfare
- Health and Safety – policy, safety inspections, accident prevention
- Employment practices – terms and conditions, contracts, policies
- Equal opportunity & diversity management
- Grievance and disciplinary procedures
- Stress management & work life balance
- European directives

5. Global Human Resource Management

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

6. Independent Study

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

Assessment

You will complete six assessments in total: a case study, two pieces of work based coursework, a management report and two 24 hour assessments which places you under time pressure to complete a series of examination type questions.

Duration of Programme

Approximately 9 months but a maximum of two years.

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

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

- **Study materials** - Access electronic copies of your learning materials and important information, such as assessment instructions, whenever and wherever you are.
- **Tutor support** - Tutors use live chats and forums to stimulate discussions, request input and highlight external sources.
- **External resources** - Links to external sources can include key journal articles, your university's online library, sites of topical interest, etc.
- **Discussion with other students** - Forums allow students to come together, share thoughts and ideas and you can initiate topics that you want to discuss with your fellow students.

Workload

We recommend an average of 10-12 hours study time per week for this programme.

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)

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

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

📞 **Call us**
Contact us today on **FREEphone**
0800 COURSES / 0800 268 7737

What You Could Study Next

Successful completion of the programme may allow you entry to:

University of Wales MBA (HR Management)

* Subject to final validation