

CORE MODULES:

Postgraduate Diploma in Human Resource Management

You must take modules worth 120 credits at each level of the course. Each module is worth a specified number of credits.

Year one for part-time students (Level 7)

Human Resource Management in Context (15 credits)

- *Human Resource (HR) professionals and managers operate within increasingly complex and changing organisational and contextual circumstances, whether this be within the public, private or "third" sector arena. Further this is exacerbated by the variety of organisational types and size that contribute to national wealth creation in terms of the services and goods they provide and produce. This module therefore provides the foundations for those entering the HR profession with a sound understanding of market and business contexts in order for them to gain an understanding of the HR function within the operational, tactical, and strategic direction, and issues of the modern organisation.*

Resourcing and Talent Management (15 credits)

- *People represent a key source of sustainable competitive advantage for most organisations in the 21st century. Those organisations that can assemble together teams of people with the necessary skills, attitudes and experience to meet their objectives are likely to survive and be more competitive in the long run. This module therefore takes a strategic approach to resourcing and talent management to ensure that organisations remain competitive. Students will be encouraged to analyse key employment markets, both nationally and internationally, as part of the planning process to meet current and future needs. The module also focuses on the practical aspects and increasing sophistication of recruitment and selection and the role of employer branding in attracting and retaining talent.*

Leading, Managing and Developing People (15 credits)

- *This module aims to provide learners with a rigorous framework of knowledge and understanding concerning people management and development that they will need whatever the degree of specialisation they later elect to follow. It has a number of distinct learning objectives. First, the module seeks to familiarise learners with major contemporary research evidence on employment and effective approaches to human resource (HR) and learning and development (L&D) practice. Research focusing on the links between people management practices and positive organisational outcomes is covered, as is research that highlights major contemporary changes and developments in practice. Second, the module introduces learners to major debates about theory and practice in the specific fields of leadership, flexibility and change management, the aim being to help them become effective managers as well as effective HR specialists, managing others fairly and effectively and increasing levels of engagement, commitment, motivation and performance.*

Business Skills (15 credits)

- *The module is designed to equip HR professionals with the knowledge and skills to enable them to perform business management tasks effectively and efficiently. Students will engage in a series of activities designed to give them insight into their own skills, personality and characteristics so they fully grasp their own strengths and development areas. This will enable them to perform better as they gain confidence and skills as the module progresses. The module is also concerned with the development of skills, and specifically seeks to improve a range of skills pivotal to successful management practice and effective leadership. This includes thinking and decision making skills, the management of financial information and how to manage budgets.*

Final year for part-time students (Level 7)

Designing, Delivering and Evaluating Learning and Development Provision (15 credits)

- The effectiveness of learning and development interventions can only be achieved by proactively ensuring that they are strategically integrated, driven by clearly defined learning needs, designed and delivered in a way that will maximise the learning process before then being evaluated to assess individual and organisational outcomes. The purpose of this module is to investigate and develop a critical understanding of the various contextual factors impacting on the design, delivery and evaluation of learning and development activities in organisations. The module will initially explore the broader issues impacting on effective organisational learning, before then going on to establish the business case for, and critical success factors associated with the identification and prioritisation of learning needs, learning event design, effective delivery and strategies for evaluation.*

Employment Law (15 credits)

- The purpose of this module is to provide students with the knowledge, understanding and skills required to brief organisations on the consequences of current and future developments in employment law, and to give up-to-date, timely and accurate advice concerning the practical application of legal principles. Employment law continues to expand both in terms of volume and complexity and the amount of regulation covering the employment relationship and the workplace has grown substantially in recent years, including additional duties placed on public bodies to actively promote equality. While organisations can source specialist advice on more complex and unprecedented issues from legal advisers, senior human resource (HR) professionals need to be sufficiently aware of major, current and coming developments in the regulatory environment to ensure organisations are fully prepared and also able to anticipate legal problems associated with proposed decisions or plans before they are implemented.*

Investigating a Business Issue from a Human Resources Perspective (15 credits)

- It is essential that HR practitioners are strategically aware, business orientated and concerned with adding value through human resource practice. This module allows learners to demonstrate their ability to diagnose and investigate a live, complex business issue from an HR perspective, to locate the work within the body of contemporary knowledge, to collect and analyse data, to derive supportable conclusions and to make persuasive, practical and actionable recommendations for change, improvement or enhancement of current practice. The applied nature of the report requires a critical evaluative approach, empirical investigation and analysis and a combination of academic research and business report writing skills. It requires reflection on the implications for professional practice from an ethical, professional and continuous professional development standpoint. One of the main focuses for the design of this module has been the further development of relevant employability and professional skills. Such skills are implicit in the learning outcomes. This module incorporates the requirements of the Chartered Institute of Personnel & Development's management report to facilitate students' later application for professional membership. In order to fulfil this role the assessment is greater than Anglia Ruskin's usual requirements for a 15 credit module, requiring a 7,000 word report.*

Managing Employee Relations (15 credits)

- As a social, economic, psychological and legal exchange, the employment relationship is the cornerstone of all human resource activity within and or outside the workplace context. This module aims to provide learners with a comprehensive understanding of employment relations in terms of theoretical perspectives, debates and practices in national and international, contexts and from a theoretical and behavioural competency perspective. Therefore, this module is also designed to provide learners with the knowledge, understanding and skills required to brief and support their organisations on the consequences of current and future political-legal, economic, social and technological developments for employment relations, and to give up-to-date, timely and accurate advice concerning the practical application of theory that underpin employee relations processes and outcomes in the UK.*