

SHORT LEARNING PROGRAMME

IIE Human Resource Management

Distance: Short Learning Programme (SLP)

Introduction

Human Resource Management is an important function in any organisation because, without people, organisations cannot operate and without competent people, organisations cannot achieve competitive advantage in the market.

The knowledge gained in this Short Learning Programme is an essential foundation for any management or entrepreneurial programme because it focuses on the management of people. For those students specialising in human resource management, this module is the first stage in understanding the principles, processes and procedures that underlie human resource management.

Who should attend

- Those wishing to demonstrate knowledge, understanding of the principles, practices and theories of human resource management.
- Those who wish to apply the principles and practices of human resources management and practices.

Students will have the option of securing a number of face-to-face support workshops that will be offered by each of The IIE Varsity College exam centres. These sessions are highly recommended, as they provide the opportunity for rich discussion and conceptual engagement as well as an opportunity to meet fellow students. Students who attend face-to-face sessions are more likely to be motivated and to remain committed to their studies. However, should students opt not to attend any of these support workshops, the lecturer guide, textbook and online facilitation will provide the necessary support for student success.

NOTE: If you are interested in these face-to-face support workshops, please indicate this at point of registration.

Entrance requirements

Students should meet the following requirements:

- Be proficient in English.
- Preferably have three to four years work experience.
- Must be able to engage in self-directed study.

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CONTACT

GAUTENG

Sandton (011) 784 6939
Waterfall (010) 224 4300
Pretoria (012) 348 2551

KWAZULU-NATAL

Durban North (031) 573 2038
Westville (031) 266 8400
PMB (033) 386 2376

WESTERN & EASTERN CAPE

Cape Town (021) 685 5021
PE (041) 363 4223

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Duration and Mode of Delivery

Human Resource Management is offered as a distance programme..

Programme Material

The SLP fee excludes all programme material, which becomes the property of the student. This material constitutes a valuable source of ongoing reference.

NOTE:

While you can generally structure your study time as you need to, there are scheduled online sessions through which you can receive mediated support, assignment and examination deadlines and timetables, to keep your studies moving forward.

A reliable internet connection, own device with (at least) Windows 8 and Google Chrome, are all essential for any student enrolling for this programme.

Programme Evaluation

Students will be required to complete an assignment and an examination.

Programme Content

- Introduction to the Management of People
- Managing Diverse and Unique Employees
- Human Resource Planning
- Staffing
- Attracting, Motivating and Retaining Staff
- Performance Management
- Compensation and Rewarding Performance
- Training, Development, and Learning
- The South African Labour Relations System
- The South African Labour Legislation Framework
- Managing Labour Relations in the Workplace
- Managing Relational Capital

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- Leadership of People
- Strategic Leadership and Human Resource Management
- Structural Capital, Culture, and Change

What is The Teaching and Learning Strategy of the IIE's Varsity College, and how will it help prepare me for the 21st century working world?

At The IIE's Varsity College we are proud of and passionate about our shift away from the 'traditional lecturing' methodology to our blended-learning strategy – the VC Blend.

This blended-learning strategy extends learning beyond the confines of the classroom and creates opportunities for our students to work collaboratively, with peers and their educators, to construct their understanding of concepts. Student engagement is supported by the use of a learning management system (LMS) and the online learning materials that have been developed to underpin our teaching strategy.

This student-focused approach compels our students to be accountable for their learning while developing the critical skills they will need to thrive in the rapidly changing 21st century work environment.

As such, academic life for our students is dynamic, challenging and relevant.

The content of the SLP is correct at the time of print. Please note that in line with academic practice, The IIE's programme content is annually reviewed thus changes may occur in module structure and sequence in order to ensure that the SLP remains relevant. The exit level outcomes of the programme do not change.

Certification

The IIE Human Resource Management programme is a SLP that is certified by The Independent Institute of Education (The IIE). Students enrolled for the SLP can submit an application for an academic credit upon completion, to be exempt from the equivalent full qualification module when registering for:

- The IIE Higher Certificate in Human Resource Practices (except from Human Resource Management, HURM5112w)*

***Important note: Entrance requirements apply. Please speak to a consultant for more details. Content changes may occur**

All SLPs are available through The Business School at Varsity College have been specifically designed for working adults. These SLPs differ from The IIE full qualifications available through Varsity College and which are registered on the National Qualifications Framework. Before registration

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students must ensure that the programme selected best suits their individual learning and workplace objectives.

The Independent Institute of Education (The IIE) – accredited by The British Accreditation Council (BAC)



The IIE is not only accredited in South Africa but its dedication to providing quality education also led to it being accredited by the British Accreditation Council (BAC) in 2014. The British Accreditation Council is an independent authority in the United Kingdom that accredits private providers globally, including Greece, Switzerland, Singapore, India, Mauritius and the United Arab Emirates. In 2017 The IIE had its accreditation status confirmed by the BAC as an International Higher Education Institution confirming our confidence in the international comparability of our standards.

“South African students need to know, when they select a private higher education institution, that the standards offered are equivalent to those of a public University. Our students get this from our extensive local accreditation and registration. The students also benefit from knowing that we meet international standards too. The IIE is accredited as an International Higher Education Institution by the British Accreditation Council. Locally and internationally we have demonstrated the quality of what we offer,” said Dr Coughlan, Director, The Independent Institute of Education.

The IIE’s Varsity College students can be confident that their IIE learning experience meets international best practice standards.

Disclaimer: Please note that this fact sheet is accurate at the time of publication. The Independent Institute of Education (The IIE) reserves the right to alter any of the content prior to commencement of registration due to changes in regulation, policy, market requirements or any other valid reason.

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