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# HUMAN RESOURCE

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The management of the organisation's people is now identified as the key variable determining whether a business succeeds or fails in the current competitive circumstances of the world economy. Human resource management (HRM) describes the range of strategies to achieve competitive advantage by matching the needs of the business to satisfy the customer with the reasonable aspirations and potential of the people employed in and by the business. As part of this process, businesses frequently restructure, review their managerial processes and redefine their value systems. The HR specialist potentially plays a key role in all the organisational initiatives necessary, both to decide potential directions of change and to implement chosen strategies. Access is open to everyone and students may begin the program at any time. This course is provided in online classroom, with on-to-one faculty mentoring.

The HR qualification program offers the:

## 1. Human Resource Management Certificate

To receive the certificate in Human Resource Management program, a student must complete the curriculum shown below for the applicable option.

### HUMAN RESOURCE

#### AIM

As a field, Human Resource (HR) management is undergoing significant transformation. Human Resource (HR) management is the direction of organizational systems to ensure that human talent is used effectively and efficiently to accomplish organizational goals. Whether employees are in a big company with 10,000 positions or a small non-profit agency with 10 positions, those employees must be recruited, selected, trained, and managed. They also must be compensated, and many will be given benefits of some type, which means that an appropriate and legal compensation system is needed. In an environment in which the workforce keeps changing, laws and the needs of employers change too. Therefore, HR management activities continue to change and evolve.

#### OBJECTIVES

Upon completion of this program, candidates should be able to:

- Understand the Nature of Human Resource Management and HR Management Roles.

- Learn the Strategic HR Management & Planning.
- Understand the equal employment opportunity concepts.
- Understand the importance of Job Design.

#### RELEVANT TEXTS

All relevant texts are available in Student's classroom. When you enter your classroom, you will note links for the course syllabus, assignments, etc. Also there is a link to e-mail your professor/instructor. All course materials are copy written and owned by the professor/instructor.

#### ADDITIONAL INFORMATION

You have 12 months from the date of purchase to complete your course. However, this course is designed to be completed in 6 weeks time.

#### STUDY GUIDE

1. CHANGING NATURE OF HR MANGEMENT
2. HR MANAGEMENT AND PLANNING

#### 3. ORGANIZATION/INDIVIDUAL RELATIONS AND RETENTION

#### 4. LEGAL FRAMEWORK OF EQUAL EMPLOYMENT

#### EXAMINATIONS & GRADING

Students should refer to Instructor's messages for weekly writing assignments and discussion questions. Writing assignments (both individual and group assignments), application questions, and 1 supplemental case of choice will be graded as follows:

90-100% = A  
80-89% = B  
70-79% = C  
Below 70% = Fail

ONE TIME ALL INCLUSIVE FEE: € 530