

# ADVANCED DIPLOMA IN HUMAN RESOURCE MANAGEMENT

Qualification code: ADGH19 - NQF Level 7 (120 credits)

SAQA ID: 99695 CHE NUMBER: H/H16/E031CAN

Campus where offered:

Pretoria, eMalaheni and Polokwane campuses

## REMARKS

- a. *Admission requirement(s):*  
A National Diploma: Human Resources Management, **or** a Diploma in Human Resource Management, **or** an equivalent qualification at NQF Level 6 with minimum of 360 credits. Preference will be given to applicants with an average of 60% in the third-year of study.
- b. *Selection criteria:*  
Admission is subject to selection. All applicants received by the published due date will be evaluated and ranked according to the average achieved for all third-year subjects. Only the top performing applicants will be selected as per Departmental Student Enrolment Plan (SEP). Selection will be done in January and results will be published on departmental notice boards and communicated to applicants per e-mail.
- c. *Recognition of Prior Learning (RPL), equivalence and status:*  
See Chapter 30 of Students' Rules and Regulations.
- d. *Intake for the qualification:*  
January only.
- e. *Presentation:*  
Block-mode classes (offered in the day and evenings).
- f. *Minimum duration:*  
One year.
- g. *Exclusion and readmission:*  
See Chapter 2 of Students' Rules and Regulations.

## CURRICULUM

### ATTENDANCE

Modules are offered in blocks as determined by the Department.

| CODE    | MODULE                                | NQF-L | CREDIT |
|---------|---------------------------------------|-------|--------|
| AST127V | Advanced Strategic Management IV      | (7)   | (20)   |
| HRM127V | Advanced Human Resource Management IV | (7)   | (30)   |
| RHR107V | Research Methodology IV (year module) | (7)   | (30)   |

**plus two modules from one of the following options:**

#### **Option 1: ADHD19 - Human Resource Development (Pretoria Campus only)**

|         |  |     |      |
|---------|--|-----|------|
| HRD127V | Advanced Human Resource Development IV                     | (7) | (20) |
| HRS127V | Advanced Human Resource Development Strategy and Policy IV | (7) | (20) |



**Option 2: ADHR19 - Human Resource Management (Pretoria and eMalahleni campuses only)**

|         |  |     |      |
|---------|--|-----|------|
| HRD127V | Advanced Human Resource Development IV | (7) | (20) |
| LRS127V | Advanced Labour Relations IV           | (7) | (20) |

**Option 3: ADLR19 - Labour Relations (Pretoria and Polokwane campuses only)**

|         |   |     |      |
|---------|---|-----|------|
| CBN127V | Advanced Collective Bargaining and Negotiation IV | (7) | (20) |
| LRS127V | Advanced Labour Relations IV                      | (7) | (20) |

TOTAL CREDITS FOR THE QUALIFICATION: **120**

**MODULE INFORMATION (OVERVIEW OF SYLLABUS)**

The syllabus content is subject to change to accommodate industry changes. Please note that a more detailed syllabus is available at the Department or in the study guide that is applicable to a particular module. At time of publication, the syllabus content was defined as follows:

**A****ADVANCED COLLECTIVE BARGAINING AND NEGOTIATION IV (CBN127V) 1 X 3-HOUR PAPER**

*(Module custodian: Department of People Management and Development)*

This module will equip students to differentiate between collective bargaining, trade unionism, worker participation, worker representation and negotiation and to resolve such problems and gain knowledge of the development of the South African collective bargaining system and relate and explain modern collective bargaining challenges. To analyse the nature and role of negotiation and other conflict resolution procedures that are typically applied in South African collective bargaining systems. (Total tuition time: not available)

**ADVANCED HUMAN RESOURCE DEVELOPMENT IV (HRD127V) 1 X 3-HOUR PAPER**

*(Module custodian: Department of People Management and Development)*

The purpose of the module is to enable students to demonstrate knowledge to manage the entire Human Resources Development process within the organisation, public and private sectors on a local and national context in order to contribute to the achievement of overall business objectives. Students will embark on a specialist career in the field of Human Resource Development through their applied competence in the application of HRD principles, technologies and practices in any organisational context. (Total tuition time: not available)

**ADVANCED HUMAN RESOURCE DEVELOPMENT STRATEGY AND POLICY IV (HRS127V) 1 X 4-HOUR PAPER (OPEN BOOK)**

*(Module custodian: Department of People Management and Development)*

The purpose of the module is to enable students to demonstrate and apply integrated knowledge to align the Human Resources Development strategy and policy within organisations on a local and national context in order to contribute to the achievement of their overall business objectives. Students will embark on a specialist career in the field of Human Resource Development through their applied competence in the alignment and application of the National Skills Development Strategy with the overall Human Resource Development strategies in organisations. (Total tuition time: not available)

**ADVANCED HUMAN RESOURCE MANAGEMENT IV (HRM127V) 1 X 3-HOUR PAPER**

*(Module custodian: Department of People Management and Development)*

Increased depth of knowledge of personnel management rather than increased breadth of knowledge, the promotion and development of independent study and thought in the module, improved preparedness in respect of personnel management at a strategic level in the organisation. Display a deeper theoretical knowledge of the context and application of strategic Human Resource Management in the modern organisation including relevant theories, models and practical application examples. (Total tuition time: not available)



**ADVANCED LABOUR RELATIONS IV (LRS127V)****1 X 3-HOUR PAPER****(Module custodian: Department of People Management and Development)**

This module will equip students to analyse the labour relations management systems in organisational level labour relations management. To describe, develop, apply and critically evaluate a variety of pro-active labour relations management strategies, policies, procedures and practices in organisational level labour relations management systems in order to maintain and advance labour peace, stability and ethical conduct in organisational level labour relations systems. (Total tuition time: not available)

**ADVANCED STRATEGIC MANAGEMENT IV (AST127V)****1 X 4-HOUR PAPER (OPEN BOOK)****(Module custodian: Department of Management and Entrepreneurship)**

The strategic management process; strategic planning for business activities outside the country; ethics in business; vision and mission statement; different types of strategies such as intensive, diversification, integration strategies, etc; detailed analysis of both internal and external environments including IFE, EFE, CPM, external forces, matrixes, Porter's generic strategies and five forces model; strategic selection; strategy implementation; and strategy evaluation and control. (Total tuition time: not available)

**R****RESEARCH METHODOLOGY IV (RHR107V)****1 X 3-HOUR PAPER****(Module custodian: Department of People Management and Development)**

The purpose of this module is to introduce students to scientific research literature, principal qualitative and quantitative scientific research designs, as well as research ethics. This module lays the strategic foundation for selecting appropriate scientific research designs in adherence to ethical research principles, satisfying problem statement requirements and the purpose of the intended research. (Total tuition time: ± 90 hours)

