

# POSTGRADUATE DIPLOMA IN HUMAN RESOURCE MANAGEMENT

PGDip (Human Resource Management) - NQF Level 8 (120 credits)

**Qualification code: PDGH19/PDGHO4**

(Specialisation codes for admission and registration: PDHD19/O4, PDHR19/O4, PDLR19/O4)

SAQA ID: 99781, CHE NUMBER: H/H16/E041CAN

Campus where offered: Pretoria Campus and Online Presentation

## REMARKS

*a. Admission requirement(s):*

An Advanced Diploma in Human Resource Management, **or** a Bachelor's degree in Human Resource Management, **or** a Baccalaureus Technologiae: Human Resource Management/ Human Resource Development/Labour Relations Management, **or** an equivalent qualification at NQF Level 7.

Holders of any other equivalent South African or international qualification may also be considered, see Chapter 1 of Students' Rules and Regulations.

*b. Selection criteria:*

Admission is subject to selection. All applicants received by the published due date will be evaluated and ranked according to the previous related qualification obtained. 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 for Pretoria Campus and multiple intakes for online offering. Please contact the Academic Department for further information on the intake dates.

*e. Presentation:*

Block-mode classes offered on Saturdays and online presentation.

*f. Minimum duration:*

One year.

*g. Exclusion and readmission:*

See Chapter 2 of Students' Rules and Regulations.

## CURRICULUM

### OPTION 1: PRETORIA CAMPUS (PDGH19)

#### ATTENDANCE

**Modules are offered in blocks as determined by the Department.**

CODE	MODULE	NQF-L	CREDIT
AST128G	Advanced Strategic Management V	(8)	(20)
HRM128G	Advanced Human Resource Management V	(8)	(30)
RHR108G	Advanced Research Methodology (8) (year module)	(8)	(30)



plus two modules from one of the following options:

**Option 1: PDHD19 - Human Resources Development**

HRD128G	Advanced Human Resources Development V	(8)	(20)
ODS128G	Organisational Development Strategies	(8)	(20)

**Option 2: PDHR19 - Human Resources Management**

HRD128G	Advanced Human Resources Development V	(8)	(20)
LRS128G	Advanced Labour Relations V	(8)	(20)

**Option 3: PDLR19 - Labour Relations**

LLW128G	Advanced Labour Law V	(8)	(20)
LRS128G	Advanced Labour Relations V	(8)	(20)

TOTAL CREDITS FOR THE OPTION: **120**

**OPTION 2: ONLINE PRESENTATION (PDGHO4)**

**ATTENDANCE**

Modules are presented in a 7-week block format.

CODE	MODULE	NQF-L	CREDIT
AST128N	Advanced Strategic Management V	(8)	(20)
HRM128N	Advanced Human Resource Management V	(8)	(30)
RHR108N	Advanced Research Methodology (year module)	(8)	(30)

plus two modules from one of the following options:

**Option 1: PDHDO4 - Human Resources Development**

HRD128N	Advanced Human Resources Development V	(8)	(20)
ODS128N	Organisational Development Strategies	(8)	(20)

**Option 2: PDHRO4 - Human Resources Management**

HRD128N	Advanced Human Resources Development V	(8)	(20)
LRS128N	Advanced Labour Relations V	(8)	(20)

**Option 3: PDLRO4 - Labour Relations**

LLW128N	Advanced Labour Law V	(8)	(20)
LRS128N	Advanced Labour Relations V	(8)	(20)

TOTAL CREDITS FOR THE OPTION: **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 HUMAN RESOURCES**

#### **CONTINUOUS ASSESSMENT**

##### **DEVELOPMENT V (HRD128G, HRD128N)**

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

Students will be enabled to demonstrate knowledge to strategically manage the Human Resources Development process within the organisation, public and private sectors in order to contribute to the achievement of overall strategic business objectives. Students will be able to function as a strategic Human Resource Development partner in consultation with management within an organisation. (Total notional time: 200 hours)

#### **ADVANCED HUMAN RESOURCE**

#### **CONTINUOUS ASSESSMENT**

##### **MANAGEMENT V (HRM128G, HRM128N)**

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

Students will be enabled to understand the role of the Human Resource (HR) professional, the nature of professionalism and approaches to addressing ethical dilemmas. This module provides students with the skills and understanding needed to develop specific organisational strategies in relation to HR issues such as employee engagement, employee resourcing and talent management. Skills to conduct research into business and management issues from a Human Resource Management perspective will be enhanced. Lastly, the purpose of this module is to develop people management skills essential for HR work such as interviewing, coaching, managing conflict and managing performance. (Total notional time: 300 hours)

#### **ADVANCED LABOUR LAW V (LLW128G, LLW128N)**

#### **CONTINUOUS ASSESSMENT**

*(Module custodian: Department of Law)*

This module will equip students with fairly complex knowledge and skills related to the correct implementation of fairly complex labour law provisions and principles in a variety of labour relations management strategies, policies, procedures and practices that are common components of workplace labour relations management systems. It will thus add depth and breadth to the existing knowledge and skills of students that are related to organisational level labour relations management systems. Related skills and knowledge are specifically aimed at knowledge and skills that are required to effectively comply with, or implement South African labour laws. (Total notional time: 200 hours)

#### **ADVANCED LABOUR RELATIONS V (LRS128G, LRS128N)**

#### **CONTINUOUS ASSESSMENT**

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

This module will equip students with relatively complex knowledge and skills required for effective implementation of pro-active labour relations systems, strategies, policies, procedures and practices in South African organisations within the context of South African labour laws and influences from various internal and external variables in the South African labour relations environment. (Total notional time: 200 hours)

#### **ADVANCED RESEARCH METHODOLOGY (RHR108G, RHR108N)**

#### **CONTINUOUS ASSESSMENT**

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

The purpose of the module is to identify and formulate a research idea and problem. Conduct a literature review. Select a research approach and develop an appropriate research design. Plan the research methods. Gain access and research ethics. Piloting data collection instrument. Data analysis techniques. Outline of the research report. Prepare defensible research proposal. Present and communicate a final draft of a research proposal to a range of audiences. (Total notional time: 300 hours)

#### **ADVANCED STRATEGIC MANAGEMENT V (AST128G, AST128N)**

#### **CONTINUOUS ASSESSMENT**

*(Module custodian: Department of Management and Entrepreneurship)*

Students are exposed to the expert activities of strategic management within the context of human resources management in an organisation; how to identify and choose a superior competitive position, how to analyse a strategic situation, and finally how to create the organisational context to make the chosen strategy work. As such, the objectives of this module are twofold: to explore conceptual frameworks and models which will assist you to analyse competitive situation and strategic dilemmas and gain insight into strategic management; and to help you acquire practical experience in dealing with strategic issues. (Total notional time: 200 hours)



**ORGANISATIONAL DEVELOPMENT  
STRATEGIES (ODS128G, ODS128N)****CONTINUOUS ASSESSMENT**

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

Students will be able demonstrate and apply integrated knowledge to focus on the development of an organisational development strategy. Students will embark on an organisational development strategy grounded on leadership theories and models in the perspective of organisational development. organisational development principles based on internationally best practices of performance management and organisational change will form the basis for this module. (Total notional time: 200 hours)

