



# Programme Specification:

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DIPLOMA IN HUMAN RESOURCE MANAGEMENT (HRM) (SCQF LEVEL 11)

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# 1 Introduction and Summary

The EduQual Diploma in Human Resource Management (HRM) (SCQF Level 11) is a Regulated Qualifications Framework (RQF) equivalent Level 7 qualification. It is designed to offer learners without prior HRM experience the knowledge and skills they need to be operationally effective in a career in the HRM field. For those learners that do have prior experience in HRM and who also possess a professional qualification, the pathway through this programme will develop their professional competence.

The programme has been produced to conform to the requirements of the RQF/SCQF, the CFA National Occupational Standards CHAHR10 and 14 HRM and the Quality Assurance Agency (QAA) Master's in Business and management subject benchmark statement.<sup>1</sup>

## 2 Aims

**The aims of this programme will allow learners to:**

- Gain a sound and coherent foundation in HRM, such that they will be able to define and execute practical HRM interventions that exist in professional practice
- Synthesize and critically evaluate theoretical frameworks of strategic HRM, business ethics, design and innovation as applied to HRM
- Demonstrate an understanding of the practical value of these frameworks in a range of strategic business situations
- Create frameworks for understanding and analysing HRM processes in diverse organisational types, encountering different and changing HRM environments
- Develop practical research and analytical capabilities in the context of HRM-driven strategy
- Review, modify, synthesize and apply transferable HRM concepts and skills in the management of human resources
- Critically assess HR data and information from a variety of organisations and use this for strategic HRM and decision-making

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<sup>1</sup> QAA Master's in Business and Management (Type 1) (2015)

## 3 Teaching, Learning and Assessment

The EduQual Diploma in HRM (SCQF Level 11) is designed for learners who have gained a considerable degree of subject knowledge and proficiency from undergraduate studies, experience within the workplace, or both. The approach to study is essentially one of self-direction, critical reflection and exposure to situations where individuals can evidence learning through presentation, seminar delivery, group work and interactive discussion groups. Participants are encouraged to apply knowledge and to show a critical awareness of current management situations and problems.

Assessment strategies in the units have been designed to allow students to evidence practical skills of data management and manipulation, synthesis of ideas in application, and to communicate outcomes to others in different HRM situations.

## 4 Entry Requirements

- An honours degree in a cognate discipline, normally at a minimum of lower second class honours (equivalent to GPA 3.0 or above for US degrees). Holders of other awards, including those from non-UK universities, will be considered on the equivalence of their qualifications

**Or:**

- A minimum of five years' managerial work experience in a HRM or Business Managerial roles

**And:**

- Applicants for whom English is not a first language will be expected to demonstrate a certified level of proficiency of at least IELTS (International English Language Testing System) 6.5 or equivalent

## 5 Recognition of Prior Learning (RPL)

RPL (sometimes referred to as APL) may be claimed by a learner in situations where:

- The learner has already studied SCQF/RQF/FHEQ equivalent Level 11/ 7 units that meet the learning outcomes of the units of this programme<sup>2</sup>
- The learner can also produce evidence to demonstrate how each of the assessment criteria have already been met

In such a case, those matching units can be exempted from study, credits can be claimed, and the evidence supporting the RPL claim can be included in the learner's portfolio of evidence when claiming the award.

## 6 Progression

Learners completing the EduQual Diploma in HRM (SCQF level 11) will be able to progress to the Master's stage of an MA in HRM programme.

## 7 Curriculum

The EduQual Diploma in HRM is a SCQF level 11 (RQF- equivalent Level 7) programme, and is abbreviated to BMS on the table below. The programme consists of 6 units, all of which are compulsory as shown:

L11 Dip HRM Compulsory Units		
Unit Title	QCF/SCQF Level	Credits
Contemporary HRM	7/11	20
Leading, Managing and HR Development	7/11	20
Resourcing, Talent Management and Development	7/11	30
Performance Management	7/11	20
Employee Relations	7/11	10
Investigating a Business Issue from an HR Perspective	7/11	20
<b>Total Credits</b>		<b>120</b>

<sup>2</sup> Such Level 7 units may be regulated/accredited by any UK regulatory authority for qualifications; for example, Ofqual or SCQF equivalent levels

## 8 National Occupational Standards (NOS)

The table below maps the knowledge covered in the EduQual Diploma in Human Resource Management (HRM) (SCQF level 11) against the underpinning knowledge of units from the NOS for HRM

Diploma in Human Resource Management (SCQF Level 11) Unit Titles	NOS Units: CFAHR10 Manage reward and recognition strategies	NOS Units: CFAHR14 Plan structure and design of the HR function
Contemporary HRM	K1, K2, K3, K4, K16	K1, K2, K3, K10, K12
Leading, Managing and HR Development	K1, K2, K3, K8	K1, K2, K3, K4
Resourcing, Talent Management and Development	P1, P2, P3, P5, P6, P9, P10, P11.P12	K5, P9
Performance Management	K1, K2, K8, K14, P4, P1, P9, P13, P15	K7, K10, P8
Employee Relations	P1, P7, P8, P9, P10, P12	K7, K11, K12, K13, P1, P4
Investigating a Business Issue from an HR Perspective	P1, P2, P4, K1, K2, K3	K7, K8, K10, P5, P6

## 9 QAA Benchmark Statements

The EduQual Level 7 Diploma in HRM is a RQF-equivalent Level 7 qualification, and has been mapped to sections 3.8 and 3.13 of the QAA Master's benchmark statement in 'Business and Management' 2015, with particular reference to Type 1 master's degrees (see link here for more information). Note that there are no master's subject benchmark statements for HRM.

**The following table of learning outcomes for this programme have been produced with reference to the benchmark statement's learning outcomes.**

Dip HRM Unit Title (all units are 20 credits)	QAA subject benchmark statement paragraph references*
Contemporary HRM	M3.8, 3.12v, vii, viii, ix
Leading, Managing and HR Development	M3.8, M 3.12 v, M3.13i, ii, M3.13v,
Resourcing, Talent Management and Development	M 3.13 ii, vi,
Performance Management	M 3.13 iv, vii, viii
Employee Relations	M 3.13 ii and ix,
Investigating a Business Issue from an HR Perspective	M 3.13 ii, iv, v, vi, ix,

- **M = master's SBS**

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## 10 Learning/teaching methods and strategies

The learning outcomes will be achieved by the use of the following learning and teaching methods and strategies:

- Learning and teaching situations such as lectures, tutorials and seminars
- Live and simulated case studies
- Independent and group activities (class and non-class based)
- Guest speakers and subject specialists
- Personal and professional reflective practice and self-criticism

## 11 Assessment Methods and Strategies

The following assessment strategies will be adopted to achieve the learning outcomes:

**Formative assessment will include:**

- Peer review of work between individuals and groups
- Material presented in class where clarity of argument, theoretical bases and evidence of depth of thought is supported with references to theory and currency of thought
- Feedback in class situations on topics of current interest, and from textual material and research papers and articles
- Evidence of the breadth of research may include internet sources where appropriate to the curriculum topics covered

**Summative assessment will be by assignment but the work needed may involve:**

- Individual/group assessment
- Summative self-evaluation and critical reflection
- Written and/or oral forms of submission/presentation
- Case study evaluation for assignments
- Oral presentations both as groups and individuals