



Diploma in Human Resource Management (HRM) (SCQF Level 11)

QUALIFICATION SUMMARY

FROM JULY 2026
ISSUE 3.1

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1 Introduction and Summary

The EduQual Diploma in Human Resource Management (SCQF Level 11) is a Regulated Qualifications Framework (RQF) equivalent Level 7 Qualification.

It is designed to meet the needs of senior/middle managers in the running of their businesses, and to facilitate their progression to higher levels within their organisation. The Qualification provides Learners with the skills to record, report and analyse human resources activities and information in organisational contexts to aid decision-making. Managers need to be aware of human resource issues, able to analyse their potential outcomes and consequences, and decide how to react.

The Qualification includes contemporary topics reflecting key issues as well as the latest developments within the 21st century human resource management environment.

The Qualification 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.¹

2 Aims

The aims of this Qualification will allow Learners to:

- Demonstrate deep knowledge and understanding of human resource management within wider organisational contexts
- Be able to understand current issues, techniques and thinking in the area
- Apply theoretical understanding of human resource management, together with practical perspectives and specialist skills, to complex and current business issues, with a view to improving business practice
- Critically evaluate proposed solutions to human resource management problems
- Gain a critical insight into contemporary research and leading-edge practice within the field of contemporary human resource management
- Demonstrate originality and enterprise in approaching complex human resource management issues
- Demonstrate self-direction, initiative and autonomy in research and scholarship towards solutions to organisational problems in human resource management
- Develop a lifelong learning attitude to education and training.

¹ QAA Master's in Human Resource Management (Type 1) (2015)

3 Teaching, Learning and Assessment

The EduQual Diploma in Human Resource Management (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 evaluation. Learning strategies should include group work and group presentations, interactive discussion groups, working with local business organisations, and self-managed learning.

Learners are encouraged to apply knowledge and to show a critical awareness of current human resource management situations and problems. Learners are also expected to use the results of current and recent research and case studies to analyse, evaluate and appraise established methods, practices or techniques.

Teaching input should be provided via a wide range of approaches including lectures and seminars (online and/or face to face), video and case studies. Particular emphasis is placed on team approaches and the setting of work-based tasks at a strategic level.

Assessment strategies have been designed to promote strong practical and professional orientation and to enable Learners to develop a range of practical human resource management skills relevant to senior roles in their organisation. Work-based assignments are used where relevant and practical in order to help Learners:

- relate their learning to their work environment
- increase their knowledge of that environment
- synthesise ideas in application
- communicate outcomes to others in different human resource management situations
- raise their profile and ensure that employers gain immediate practical benefit
- access increased employability/progression opportunities.

4 Entry Requirements

- An honours degree in a cognate discipline, normally at a minimum of lower second-class honours (2:2 – 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)
- Plus at least two years' relevant work experience in human resource management roles

Or:

- A minimum of 5 years' managerial work experience in human resource management roles and evidence of ability to study at postgraduate level

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 or above.

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 equivalent Level 11/7 Units that meet the Learning Outcomes of one or more Units of this Qualification²
- The Learner can also produce evidence to demonstrate how each of the assessment criteria of those Learning Outcomes 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 Human Resource Management (SCQF level 11) will be able to progress to the Masters stage of a university MBA (Master in Human Resource Management) or similar Qualification, such as MSc (Human Resource Management).

² Such RQF Level 7/SCQF Level 11 units may be regulated/accredited by any UK regulatory authority for qualifications: for example, Ofqual or SCQF.

7 Curriculum

The EduQual Diploma in Human Resource Management is a SCQF Level 11 (RQF equivalent Level 7) Qualification. The Qualification consists of 6 Units, all of which are compulsory, as shown:

Diploma in Human Resource Management (SCQF Level 11) Compulsory Units		
Unit Title	SCQF Level	Credits
Contemporary HRM	11	20
Leading, Managing and HR Development	11	30
Resourcing, Talent Management and Development	11	20
Performance Management	11	20
Employee Relations	11	10
Investigating a Business Issue from an HR Perspective	11	20
Total Credits		120

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

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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 Qualification have been produced with reference to the benchmark statement's Learning Outcomes.

Diploma in Human Resource Management Unit Titles	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

10 Learning/teaching methods and strategies

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

- A variety of teaching and learning strategies, including lecture, seminar, case study and video.
- Team teaching on specific modules to foster integration between various aspects of human resource management.
- A strong emphasis on syndicate work in which professional practice can be shared and exchanged.
- Guest lectures from leading edge practitioners at senior level within a global context.
- Directed private study, including reading authoritative quality texts and articles, and researching appropriate data using the internet.
- Personal and professional critical self-reflection, including feedback from colleagues and superiors.
- The creation of a learning environment that fosters debate and constructive argument.
- Units which encourage Learners to critically assess human resource management theory and leading-edge practice, with a view to creating new concepts and practices for the future.
- Practical projects which foster originality of thought and enterprise.
- Exercises which develop critical analysis of human resource management documents.

11 Assessment Methods and Strategies

The following assessment strategies will be adopted to achieve the Learning Outcomes:
Assessments in the form of human resource management reports with a strong practical and professional orientation to the workplace will include:
• Case studies which critically examine key strategic issues within contemporary human resource management organisations.
• Group presentations which present arguments in a coherent and insightful manner.
• Project work carried out and reported upon based on work experience.
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 human resource management 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 which may include work such as:
• Management reports which critically assess strategic human resource management issues and make clear recommendations for successful implementation.
• Group presentations which coherently and concisely present analysis of strategic human resource management issues.
• A consultancy exercise which encourages group debate and argument, fosters originality of thought and develops sound decision-making.
• An entrepreneurial project which promotes creativity and makes clear, sound human resource management recommendations for practical implementation within a specified context.
• A research proposal for a human resource management business scenario which allows Learners to evaluate and apply research philosophies and methodologies.
• A portfolio which provides substantial and objective evidence of recent progress in leadership development.
• Evidence of critical reflection.