

**QUALIFICATION: DIPLOMA IN HUMAN RESOURCES MANAGEMENT AND PRACTICES
(SAQA ID: 61592; NQF LEVEL 5)
MODE OF DELIVERY: DISTANCE LEARNING ONLINE**

DESCRIPTION

This programme is right for you if you have one or more of the following training or career needs:

- I would like to make human resources (HR) management and practices my career, and would like to work in the HR department (or related department) of a company.
- I would like to open my own HR consulting practice one day.
- I am running a small business and need to know more about the human resources and practices function.

PROGRAMME PURPOSE

The purpose of the *National Diploma in Human Resources Management and Practices* is to provide you with a nationally accredited, internationally recognised HR management qualification that will allow you to become employable as an HR practitioner, HR senior practitioner, HR manager and HR generalist, and in other related HR positions. Alternatively, if you are already running your own business, this programme will ensure that you will be able to perform the HR management functions within your business.

PROGRAMME OUTCOMES

After you have successfully completed this programme, you should be able to coordinate and contribute to HR management and practices, which includes the following:

- Providing information for the development of policies
- Participating in the development of procedures related to HR management and practices, in accordance with legislative requirements
- Recruiting and inducting new employees
- Contributing to the development of employees
- Supervising a work unit and managing individual and team performance
- Contributing to the establishment and improvement of labour and employee relations (including contributing to employee assistance and wellness programmes)

- Contributing to the establishment, maintenance and utilisation of an information system related to HR management and practices (including compensation)
- Adhering to legislative requirements and organisational policies and procedures when coordinating and contributing to HR management and practices
- Promoting best HR management practices in an organisation
- Contributing to the monitoring of health and safety in the workplace
- Identifying strengths and areas for improvement in your own learning, through self-reflection and reflection on organisational HR management and practices.

PROGRAMME STRUCTURE

The *National Diploma in Human Resources Management* consists of the following nine modules, plus a Final Integrated Summative Assessment (FISA):

| Module name |
|---|
| Communication (COMM05-OF) |
| Administration (ADMI05-OF) |
| Legal Framework (LEGF05-OF) |
| Human Resource Management (HRMA05-OF) |
| Labour Relations (LABR05-OF) |
| Team Dynamics (TDYN05-OF) |
| Skills Development Facilitator (SDEF05-OF) |
| Education and Training Skills Development (ETSD05-OF) |
| Management (MAHR05-OF) |

ADMISSION REQUIREMENTS

Grade 12 (old Standard 10 or equivalent), or a relevant NQF Level 4 qualification, such as the *FETC in Human Resources Management and Practices Support*.

English proficiency

Applicants are required to be proficient in English prior to admission to the course. Applicants whose first language is not English may be required to provide proof of proficiency.

ACCESS TO TECHNOLOGY

Milpark provides students with materials, resources, formative assessments (including online tests and quizzes), discussion opportunities and a number of administrative services as part of the *myMilpark* and *myCourses* online tuition and support environments. Course materials contain links to additional external resources in the form of links to downloadable documents, websites and videos.

Having access to the abovementioned online facilities is essential for efficient communication, learning and success. You will need continuous (daily) access to study, using the resources mentioned above, and to submit and receive your assignments.

Minimum system requirements:

1. Reliable broadband Internet access
2. Firefox/Internet Explorer/Chrome web browser
3. Microsoft Word
4. PDF Viewer
5. Ability to scan and upload documents
6. Email/Cellphone for notification and communication.

STUDENT SUPPORT

Library access

The Milpark Library provides access to e-books in a virtual library called Cyberlibris (Scholartext). Lecturers may create smart bookshelves per course or module for students to access (these shelves can contain prescribed and recommended books). Students can also create their own personal smart bookshelves containing resources for their studies. Having access to a digital library means that thousands of students can access books and resources from anywhere at the same time online. There is no need to do reservations and requests, and no limit on the time a student has to access a book. With the implementation of Cyberlibris, students also have access to full-text resources via ProQuest (global), Ebsco (global) and Sabinet (South African publications), to assist with research and to enrich their learning experience. Access to the Library is included in the module fee.

Tutor

Comprehensive student support services are available. Students are provided with administrative support by Student Services. To assist with understanding content, students have access to tutors whom they can contact individually. Students who experience study and/or personal problems have access to a student counsellor. All support services are available to registered students via *myMilpark (myCourses)*.

RULES OF PROGRESSION

All the modules are compulsory. After successfully completing all nine modules and achieving competency, you will have to do a **Final Integrated Summative Assessment (FISA)**, which covers all nine modules, to assess your HR knowledge and practical application.

If you believe that you should be exempt from certain subjects, based on your formal qualifications, you can apply to Milpark for a subject exemption.

ASSESSMENT

The South African Board for People Practices (SABPP) is your assessment authority for this programme, which means that the SABPP prescribes how you will be assessed. All assessments will be conducted by Milpark College. Please keep the following in mind:

1. Your assessments comprise **formative assessments, summative assessments** and a **Final Integrated Summative Assessment (FISA)**.
2. Your **formative assessments** are assessments you will do *during* your studies per subject. Your formative assessments are contained in a *Formative Assessment Workbook* per subject. If you are attending classes, you will receive your *Formative Assessment Workbook* with your *Learner Guide* when you enrol. If you are studying through distance learning, you will download your *Formative Assessment Workbook* from the *MyMilpark* student portal.
3. If you are attending classes, your lecturer will mark your formative assessments. If you are studying through distance learning, you have to upload your formative assessments for marking via the *MyMilpark* student portal.
4. Your **summative assessments** are the final assessments for a subject, which you will complete *at the end* of a subject. When your lecturer deems you ready for the summative assessment, you will receive a *Summative Assessment Guide* per subject to complete. If you are a distance-learning student, you will be able to download your *Summative Assessment Guide* from the *MyMilpark* student portal.

Your *Summative Assessment Guide* consists of a knowledge questionnaire and practical activities. If you are attending classes, you will write your knowledge questionnaire questions under tests conditions, and you will do your practical activities on your own.

5. Your answers to the formative and summative assessments will be added to a Portfolio of Evidence (PoE) that will be kept at Milpark College for verification purposes with the SABPP.

NB: *Your formative assessments do not contribute to your final mark, but they are essential tools to indicate your progression through your course. You have to achieve at least 65% in all summative assessments to qualify for the **Final Integrated Summative Assessment (FISA)**.*

6. After you have successfully completed the formative and summative assessments for all nine subjects, you will be required to complete a Final Integrated Summative Assessment (FISA) in order to achieve the full qualification.
7. Your FISA is an external exam administered by the SABPP and has a 65% pass mark.

MORE ABOUT THE SOUTH AFRICAN BOARD OF PEOPLE PRACTICES (SABPP)

Although Milpark is offering tuition towards the *National Diploma in Human Resources Management and Practices*, the South African Board for People Practices (SABPP) certifies the qualification in terms of set

requirements of the South African Qualification Authority (SAQA). The SABPP is a recognised professional body and Education and Training Quality Assurance body for people management qualifications on the National Qualification Framework (NQF) of South Africa.

SABPP graduates are recognised nationally and internationally in terms of the comparability to similar qualifications from countries such as New Zealand, Scotland and Australia. HR professionals registered with the SABPP will carry official status as a professional, alongside other traditional professions. For more information about the SABPP, please visit <http://www.sabpp.co.za>.

The *National Diploma in Human Resources Management and Practices* is one of two HR Technician-level qualifications from the SABPP:

| SABPP designation | Qualification | Modules |
|---------------------------------------|--|---|
| Registered Human Resources Technician | <i>FETC: Human Resources Management and Practices Support</i> , NQF Level 4, SAQA ID 49691/67463 | Fundamental Communication Level 3 |
| | | Fundamental Communication Level 4 |
| | | Fundamental Literacy |
| | | Business Environment |
| | | HR Environment, Education and Training |
| | | Employee Wellness |
| | | Final Integrated Summative Assessment |
| Registered Human Resources Technician | <i>National Diploma: Human Resources Management and Practices</i> , NQF Level 5, SAQA ID 49692/61592 | Communication |
| | | Administration |
| | | Legal Framework |
| | | Human Resource Management |
| | | Labour Relations |
| | | Team Dynamics |
| | | Skills Development Facilitator |
| | | Education and Training/Skills Development |
| | | Management |
| Final Integrated Summative Assessment | | |

DURATION

Each module is eight weeks long. It will take you 18 months to complete the full qualification.

CERTIFICATION

On successful completion of all subjects in this qualification, plus your Final Integrated Summative Assessment (FISA), your details will be uploaded to the National Learner Records Database by the SABPP, and the *National Diploma in Human Resources Management and Practices* will be issued to you.

FURTHER STUDIES

The programme is at NQF Level 5 and provides for articulation to a Level 6 HR qualification on the NQF.

A student who has completed certain modules in this qualification at Milpark College and who wishes to transfer to another tertiary institution should be able to apply for exemption from relevant modules based on the modules that have been passed at Milpark College.

PRICING

Your Milpark College course fees include the cost of study material and tuition. However, SABPP registration fees as an associate (upon achieving the qualification) and future membership fees are not included in your course fees. Prescribed textbooks are also not included. You will have to pay these fees separately, and buy your textbooks yourself. Details of all SABPP fees are available on the SABPP website (<http://www.sabpp.co.za>). However, these fees will only apply once you have achieved competency in the full qualification.

Please contact Milpark College for all current fees. Please note that for qualifications that run over more than one year, Milpark College fees are payable for the first year of study only. The fees for second- and third-year studies will be made available only in subsequent years.

DISCLAIMER

The content of this brochure is accurate at the time of going to print. Milpark Education reserves the right to change the programme content due to changes in legislation, market requirements and other reasons. Notice of such changes will be published on our website.

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