

**Course Overview**  
**Level 5 Diploma in Human Resource Management**  
**YORK**

Developing Professional Practice (5DVP)
Details
<b>Induction</b> <b>5DVP assignment hand out</b> The HR professional and the professional map. Group dynamics and the importance of team work. Project management in a HR context. Problem solving and decision making for the HR professional Negotiation skills and Conflict resolution. Personal development planning. Personal development planning, assessing your current competencies. Assignment workshop. Self-directed study, working on assignments, research and referencing.

Employee Engagement (5ENG)
Details
<b>5ENG assignment hand out</b> Understand what is meant by EE. Understand the importance of EE as a contributor to positive corporate outcomes. Future of EE – student centred research – recap on topic so far and reflection against assignment. Evaluate the findings of recent studies that demonstrate incidence of EE. Know how to implement HR strategies and practices intended to raise levels of EE in an organisational context/assignment workshop. Research and evidence of benefits and constraints. Understand components of EE Assignment workshop/1-2-1. Self-directed study, working on assignments, research and referencing.

Business Issues and the Context of Human Resources (5CHR)
Details
<p>Key contemporary business issues affecting the HR function within private, public and third sector organisations.</p> <p>The main external contextual factors impacting on organisations and the HR function. The role of HR in the managing of contemporary business issues and external contexts. How organisational and HR strategies and practices are shaped and developed.</p> <p>Line managers' contribution towards decision making and improvement critique and organisational performance PESTLE and SWOT analysis investigations.</p>
Self-directed study, working on assignments, research and referencing.

Using Information in HR (5UIN)
Details
<p>Research methods and data sources in HRM.</p> <p>Data collection, analysing data.</p> <p>Presenting information and writing reports group work, presentation delivery (working in groups).</p>
Self-directed study, working on assignments, research and referencing.

Employment Law (5EML)
Details
Introduction to employment Law. Examples of legislation and how it has been formed Regulation versus employee rights. The courts system and the role of employment tribunals. Discrimination law in recruitment and selection and employment. Change and reorganisation. Statutory rights in employment, maternity, paternity and family friendly employment. Health & Safety and Freedom of Association. Disciplinary and Grievances.
Self-directed study, working on assignments, research and referencing.

Improving Organisational Performance (5IVP)
Details
<p>Performance working (HPW) and its contribution to creating and sustaining a high-performance work organisation (HPWO). Analyse the concept and components of HPW. Evaluate the link between HPW and sustainable organisation performance, employee well-being and competitive advantage. Identify the barriers to HPW. Describe the main stages of the performance management cycle and the role of development and performance reviews. Describe the most appropriate ways to involve line managers in the performance review process.</p> <p>Evaluate the contribution of the performance management process to promoting challenges, capability or recognising and rewarding talent.</p> <p>Explain ways of building trust, enthusiasm and commitment in support of a high-performance culture.</p>
<p>Self-directed study, working on assignments, research and referencing.</p>

Developing Leadership and Management (5LMS)	
Details	
Describe a range of meanings attached to the concepts of leadership and management Definitions and models of management. Definitions and models of leadership. Similarities and differences. Different approaches: Formal versus informal approaches. Use of competency frameworks. Assessment and development centres. Management self-development. Role of the L&D function and L&D professionals. Indicators of success. Ensuring ownership. Involving and ensuring contributions of key stakeholders. Individualised interventions. Demonstrating and communicating achievement of success indicators.	
Self-directed study, working on assignments, research and referencing.	