



## CIPD -DHRM Diploma in Human Resource Management.

Course Name	CIPD qualification for the Diploma in Human Resource Management - DHRM – Level 5
Course Dates	<p>CIPD- DHRM is completed in 4 blocks and the dates are as follows .</p> <p>Starts April 2019 Block 1: April 21 - April 24, 2019 Block 2: June 23 - June 26, 2019 Block 3: July 28 - July 31, 2019 Block 4: Sept 8 - Sept 11, 2019</p> <p>-----</p> <p>Starts November 2019 Block 1: Nov 24 - Nov 27, 2019 Block 2: Jan 5 - Jan 8, 2020 Block 3: Feb 2 - Feb 5, 2020 Block 4: March 8 - March 11, 2020</p> <p>Diploma will be awarded only to candidates who complete all four blocks.</p>
Course Fees & Online Application	<p>Total Fee per participant : QAR 45,000</p> <p><u>CIPD membership fees is not included in the course fees</u></p> <p><a href="http://www.bradfield.co.uk/cipd-qualifications/online-application-form">http://www.bradfield.co.uk/cipd-qualifications/online-application-form</a></p>
Target Audience	The Diploma in Human Resources Management is designed for experienced HR professionals who may have already completed a Certificate in Personnel Practice or a Certificate in HR Practice and who are looking to develop their skills and enhance their knowledge at management level.



## CIPD – DHRM Content Overview

Unit	Learning Outcomes
<b>Developing Professional Practice</b>  (5DPP)	<ul style="list-style-type: none"><li>• Understand what is required to be an effective and efficient HR professional</li><li>• Be able to perform efficiently and effectively as a self-managing HR professional</li><li>• Be able to perform efficiently and effectively as a collaborative member of working groups and teams and as an added-value contributor to the organisation.</li><li>• Be able to apply CPD techniques to construct, implement and review a Personal Development Plan</li></ul>
<b>Business Issues and the Contexts of HR</b> (5BIC)	<ul style="list-style-type: none"><li>• Understand the key contemporary business issues affecting the HR function within private, public and third sector organisations</li><li>• Understand the main external contextual factors impacting on organisation and the HR function.</li><li>• Understand the role of HR in the managing of contemporary business issues and external contexts.</li><li>• Understand how organisational and HR strategies and practices are shaped and developed.</li><li>• Know how to identify and respond to short-term changes in the business and external contexts.</li></ul>
<b>Improving Organisational Performance</b>  (5IOP)	<ul style="list-style-type: none"><li>• Understand the conceptual frameworks and complexity of high-performance working (HPW) and its contribution to sustainable organisation performance.</li><li>• Understand the business case for creating a high-performance work organisation (HPWO).</li></ul>



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	<ul style="list-style-type: none"><li>• Understand the contribution of the performance management process to high levels of performance.</li><li>• Understand the role of line managers in the performance management process.</li><li>• Know how to create and sustain a community of practice to build a high-performance culture.</li></ul>
Using Information in Human Resources (5IHR)	<ul style="list-style-type: none"><li>• Know how to identify and scrutinise appropriate HR data sources</li><li>• Be able to conduct small-scale research and analyse the findings.</li><li>• Be able to draw meaningful conclusions and evaluate options for change</li><li>• Know how to deliver clear, business-focused reports on an HR issue.</li></ul>
Reward Management (5RWN)	<ul style="list-style-type: none"><li>• Understand the business context of reward and the use of reward intelligence</li><li>• Understand the key perspectives that inform reward decision making</li><li>• Understand key reward principles, policies and practices</li><li>• Know how to support line managers in making reward decisions – understand the role of line managers in promoting a performance culture, in reward decision making and driving sustained organisation performance.</li></ul>



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Unit	Learning Outcomes
Resourcing Talent  (5RTP)	<ul style="list-style-type: none"><li>• Understand key contemporary labour market trends and their significance for different kinds of organisation and in different country contexts.</li><li>• Be able to undertake core talent planning activities</li><li>• Know how to contribute to the development of resourcing strategies</li><li>• Be able to manage recruitment and selection activities effectively and within the expectations of the law and good practice.</li><li>• Understand how to maximise employee retention.</li><li>• Know how to manage dismissal, redundancy and retirement effectively and lawfully.</li><li>• Understand the relationship between organisational performance and effective HR management and development.</li></ul>
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<b>Managing and co-ordinating the human resources function</b>  (5MHR)	<ul style="list-style-type: none"><li>• Be able to explain the purpose and key objectives of the HR function in contemporary organisations.</li><li>• Understand how HR objectives are delivered in different organisations.</li><li>• Understand how the HR function can be evaluated in terms of value added and contribution to sustained organisational performance.</li><li>• Understand the HR functions contribution to effective change management.</li><li>• Be able to explain the role of ethics and professionalism in HR management and development.</li><li>• Understand the relationship between organisational performance and effective HR management and development.</li></ul>
<b>CIPD Membership</b>	<p>In order to receive your CIPD certificate at the end of your course, you will need to enroll as a Student Member upon the start of your course via the CIPD website.</p> <p>To find out more, please go to <a href="https://www.cipd.co.uk/studentregistrationonline">https://www.cipd.co.uk/studentregistrationonline</a></p>

CIPD- DHRP is offered by Qatar University in collaboration with Bradfield Consulting Limited – UK



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