



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><u>Starts June 2020 –Online Session –9 am –12.30 pm</u></p> <p>Block 1: June 21, 23, 28, 30 , July 5,7,12,14</p> <p>Block 2: September 6,8,13,15,20,22,27,29</p> <p>Block 3: November 1,3,8,10,15,17,22,24</p> <p>Block 4: January 3,5,10,12, 17,19, 24,26</p> <p><u>Starts November 2020-Face to Face Session-8am -4pm</u></p> <p>Block 1: 15th –17th November</p> <p>Block 2: 13th –16th December, 2020</p> <p>Block 3: 17th –20th January 2021</p> <p>Block 4: 21st –24th February 2021</p> <p>Diploma will be awarded only to candidates who complete all four blocks.</p>
Course Fees	<p>Total Fee per participant:</p> <p>QAR 45,000 –Face to Face Session</p> <p>QAR 23,000 - Online Session</p> <p><u>CIPD membership fees is not included in the course fees</u></p>
Target Audience	<p>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</p>



CIPD – DHRM Content Overview

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



CIPD – DHRM Content Overview

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



CIPD – DHRM Content Overview

Unit	Learning Outcomes
Resourcing Talent (5RTP)	<ul style="list-style-type: none">• Understand key contemporary labour market trends and their significance for different kinds of organisation and in different country contexts.• Be able to undertake core talent planning activities• Know how to contribute to the development of resourcing strategies• Be able to manage recruitment and selection activities effectively and within the expectations of the law and good practice.• Understand how to maximise employee retention.• Know how to manage dismissal, redundancy and retirement effectively and lawfully.• Understand the relationship between organisational performance and effective HR management and development.
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Managing and co-ordinating the human resources function
(5MHR)

- Be able to explain the purpose and key objectives of the HR function in contemporary organisations.
- Understand how HR objectives are delivered in different organisations.
- Understand how the HR function can be evaluated in terms of value added and contribution to sustained organisational performance.
- Understand the HR functions contribution to effective change management.
- Be able to explain the role of ethics and professionalism in HR management and development.
- Understand the relationship between organisational performance and effective HR management and development.

CIPD Membership

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.

To find out more, please go to

<https://www.cipd.co.uk/studentregistrationonline>

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

