



Course Outline

CO:Human Resource Advisor

Duration: 12 Months



SDP090326203256





Programme Title

Occupational Certificate:

Human Resource Management Advisor

SAQA ID

121152

NQF Level

7

Minimum Credits

175

Entry Requirements

Bachelor's Degree



COURSE OVERVIEW

The purpose of this qualification is to prepare a learner to function as a Human Resource Management Advisor.

A Human Resource Management (HRM) Advisor works in a range of public and private sector organisations as a strategic partner to the organisation. A HRM Advisor proactively contributes to organisational success by providing professional advice and support relating to the attraction, procurement, maintenance, development, and separation of Human Resource Assets (Human Capital). The HRM Advisor must ensure optimum compliance with legislative requirements, national and international professional practice standards, collective agreements, and leading practices within the HRM discipline.

COURSE OUTCOMES

- Design and develop appropriate Human Resource Management strategies, derive dynamic employment value propositions, and advise on the effective implementation and maintenance of these strategies and value propositions.
- Facilitate, drive, and advise on the design and development of appropriate talent management and workforce architecture strategies and initiatives.
- Design, integrate and advise on the implementation of strategically appropriate Learning & Development (L&D) and organisational growth plans and initiatives.
- Facilitate and advise on the implementation and use of world-class employment relations practices and initiatives.
- Oversee and advise on the effective delivery of all Human Resource Management



It's All Possible





MODULES

Knowledge Modules

Module ID	Title
KM-01	Strategic Role of HRM
KM-02	Strategic Talent Management and Workforce Planning
KM-03	Strategic Role of Learning and Development (L&D) and Organisational Growth
KM-04	Strategic Employment Relations Management
KM-05	Strategic View on HRM Service Delivery



MODULES

Practical Skill Modules

Module ID	Title
PM-01	Design, Develop and Implement HRM Strategies.
PM-02	Facilitate the Design and Implementation of Talent Management and Workforce Plans and Initiatives
PM-03	Oversee the Design and Integration of L&D and Organisational Growth Strategies, Plans and Interventions
PM-04	Guide and Advise on the Creation and Maintenance of World-Class Employment Relations in the Organisation
PM-05	Oversee and Advise on the Delivery of Needs Driven HRM Services



It's All Possible





MODULES

3. Work Experience Modules

Module ID	Title
WM-01	Organisational and HRM Strategic Planning and Strategy Implementation Processes
WM-02	Strategic Talent Management Processes
WM-03	Learning and Development and Organisational Growth Processes
WM-04	Organisational Employment Relations Management Processes
WM-05	HRM Service Delivery Processes