

Online MBA Specialising in Human Resources

 **Language:** English

 **Duration:** 2 years



This Specialisation has been designed for HR professionals from various industries and sectors who want to grow their careers and expand their skills base in this sector. A prior qualification and work experience are required to apply.



OVERVIEW

Study duration: 2 years

Number of courses: 21

(The Research Project consists of four courses)

Module duration: 7 weeks

How much time to commit:

12 to 15 hours a week

YOU WILL LEARN:

1. Legal regulations of compensation systems
2. Evaluation and benchmarking
3. HR frameworks for the modern workplace
4. Reward strategies and techniques
5. Analytical skills



ADMISSION REQUIREMENTS

- A Bachelor's Degree with an Upper Second-Class Honours or equivalent. OR
- A Bachelor's Degree with a Lower Second-Class Honours and proven research capability. OR
- Any degree and a relevant full professional qualification certificate. AND
- At least two years' work experience.
- Proficient in English.

FEES

To see a breakdown of the fees, please visit our Fees page.

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COURSES

1. Managerial Functions

- Natural and scope of management of organisations' operations
- A systems approach to organisations
- The management process planning, organising, staffing, coordinating and controlling
- Management and leadership

2. Human Resource Management

- Nature and scope of management of human resources
- Human resource management functions, themes in human resources management, jobs and careers in human resources management
- Behavioural basis of HRM: personality dynamics and organisations
- Evolution of Human Resource Management
- HRM systems and their function
- Management of Human Resources and technological changes
- Corporate social responsibility
- Personnel audit and research - the future of human resources management

3. Marketing Management

- Nature, scope and importance of marketing
- Marketing concepts, management functions of marketing; marketing organisations; marketing opportunity analysis
- Marketing environment; consumer behaviour
- Marketing measurement and forecasting; marketing strategy
- International marketing

4. Entrepreneurship and Small Business Management

- Understand and apply the concepts of developing a small business
- A holistic approach to management, leadership and entrepreneurship focusing on variables such as finance sources, developing a business plan, organising succession plans, and the running of a small business
- A study of key conceptual and methodological strategic management issues associated with modern management

5. Financial Accounting

- Concepts and conventions of accounting,

the application of these concepts in business transactions, reporting procedures, basic skills to analyse the performance of accounting entities for planning and control purposes

6. Quantitative Techniques

- Understanding the importance of organising and analysing data using appropriate statistical tools to facilitate interpretation, drawing inferences and conclusions from the data
- Enhance the application of various statistical tools in solving business problems and decision-making

7. Strategic Management

- Introduction to strategic management
- Elements of strategic management and the nature of strategic decisions
- The strategic management process
- Environmental, industrial and internal analysis: evaluation and selection of strategy; formulation of functional strategies, strategy implementation and control

8. Managerial Economics

- Meaning, scope and application of managerial economics
- Economics and managerial theories of the firm: demand analysis, production, and cost decisions, pricing methods, and profit management
- Capital budgeting decisions: the business cycle and economic policy

9. Management Information Systems

- In-depth understanding of the field of Management Information Systems (MIS), its core technologies and its application in the modern business environment
- Enhance managerial performance regarding the use of MIS in business management

10. Management accounting

- Provide fundamental concepts and basic methods of management accounting to analyse and communicate accounting information related to economic events of organisations

11. Financial Management

- Insight into the role of financial management techniques in the management



of corporate resources, finance and investment decisions

12. Research Methods

- Introduction to the concept, rationale, and purpose of research, and the skills to formulate a research problem, develop a research design, objectives, research questions and hypothesis
- Skills to write a research proposal, develop data collection tools, identify a study population, and how to do data collection

13. Employee Reward and Compensation

- Job Evaluation: features and techniques, measurement techniques and problems
- Job evaluation schemes
- Performance appraisal systems: organisational strategy/values and job behaviour, functions of performance appraisal, criteria for a good system, types of performance, methods of appraising performance, employee performance raters, appraisal feedback
- Compensation systems development: employee satisfaction and motivation, equities establishment, legal regulations of compensation systems, compensation systems administration
- Incentive compensation and benefits: pay-performance linkage, individual and group incentives, pay-for-performance barriers, types of benefit, indirect compensation
- Separation: dismissal, layoffs, outplacement, retirement, and retrenchment

14. Human Resource Management Seminar

The seminar provides broad coverage of various Human Resource Management issues: global issues in HRM, diversity management, ethical issues, emerging issues in HRM, presentations will be done on topical issues, and the review and critique of scholarly journals and materials in Human Resource Management

15. Human Resources Employment and Development

- Recruitment: theory, job application, evaluation and benchmarking recruitment
- HR needs assessment: training phase, evaluation phase, training needs identification, learning theory

- Design and provision of needs-related training
- Training objectives, methods, and locations
- Training in ethical and intercultural issues
- Competitiveness and Human Resource approaches: specific interventions, and HRM in the workplace

16. Industrial Relations and Law

- Historical perspective
- Organisation environment and industrial relations
- Collective bargaining and conflict resolution; forming and organising trade unions: private and public sector
- Approaches to bargaining
- Negotiation techniques
- Dispute and conflict resolution
- Labour and employment law as it relates to contracts, dismissal, redundancy, data protection, health and safety

17. Management of Strategic Change

- The meaning of change, types and levels of change, sources of change, problems associated with strategic change, management of strategic change, and organisational development models of change
- Human engineers and total quality and organisational export behaviour theories, the concept of globalisation and internationalisation
- Participation in global competition and competitive strategic, entry strategies including, exporting, licensing, joint ventures and direct investment, globalisation and its impact on strategic management, and culture and technology issues in the global market
- The global environmental challenges, emerging issues in global strategic management

18. Research Project (4 Courses)

- Develop capacity to conduct research in business
- Develop and present a research project proposal
- Collect and analyse data
- Write and submit research project report

