

Graduate Diploma in Human Resource Management (GDHRM)

Developed and awarded by Singapore Institute of Management, Singapore

Modules Outlines for GDHRM

STRATEGIC HUMAN RESOURCE MANAGEMENT

The module focuses on strategic human resource management as a process of linking the human resource function with the strategic objectives of the business enterprise. The role of HR as a business partner will be emphasized throughout the module to give students a clear understanding of the twoway process by which strategy-formulation at the business level feeds into and is informed by human resource issues. Participants will also explore issues pertaining to strategic international HR; human resource planning; strategic recruitment and strategic reward systems.

STAFFING AND EMPLOYEE DEVELOPMENT

This module will focus on the understanding of HR practices in employee staffing and development, including talent management, recruitment, employee selection, training, e-learning and development within a wide labour market context. Various recruitment and selection methodologies would be studied. Training and career development needs would be analyzed. This analysis would progress in a study of the design and delivery of typical training/development programmes in use. In the process, content development and methodologies would be linked to an identified hierarchy of needs and expected learning outcomes.

MANAGING ORGANISATIONAL CHANGE AND DEVELOPMENT

This module explores issues related to managing change, innovation and development in organizations. It involves participants of an enterprise or organizational unit to diagnose its concerns, issues and opportunities for deliberate change. It would attempt to apply organization development (OD) interventions and action learning to facilitate the change process for continuous innovation, learning and self-renewal.

EMPLOYMENT RELATIONS AND LAW

This module enables participants to acquire knowledge of interests, ideologies and equity issues in employment relationships within the tripartite industrial relations system of Singapore. Essential legal requirements are discussed to facilitate an understanding of employer and employee rights and responsibilities; the structure strategies and behaviors of trade unions; and collective bargaining and conciliation processes including the nature of position-based and interest-based bargaining strategies. The role of organizations in the tripartite industrial relations system such as the Ministry of Manpower, the National Trade Unions Congress, the Industrial Arbitration Court, the Singapore National Employers' Federation and the National Wages Council is also explored as an exemplar of an Asian approach to employment relations.

PERFORMANCE MANAGEMENT AND REWARDS

Reward management directly relates to the tasks performed by human resources to effect organizational results. This module would examine the whole process of managing performance

including planning, internal-based job structures, person-based structures, defining competitiveness, pay-for-performance, performance appraisals, benefits determination and the administration of performance. In the process, various methods for evaluating jobs to determine contribution, equity and both financial and nonfinancial rewards would be discussed.

INTERNATIONAL HUMAN RESOURCE MANAGEMENT

This module investigates the practice of international HR management in multinational organizations. It gives participants an opportunity to explore the international dimensions of the core aspects of human resource management including the linkages of international business strategy and structure, international transfers and staffing, total remuneration perspectives, international compensation trends, industrial relations, and the training, development and performance of international staff