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Course Validated by

# CIPD

Approved centre

## CIPD Level 5 Intermediate Certificate in Human Resource Management

This qualification is ideal for anyone looking to develop their current professional knowledge and management skills or for those already working in HR and wishing to gain a recognised professional qualification.

### COURSE OVERVIEW

Set at undergraduate level, this qualification will help to develop your ability to evaluate the effectiveness of different Human Resources (HR) models and practices and increase the understanding of the external factors, that impact upon HR activities and organisations, whilst also developing planning, analytical and problem solving skills. It will also develop your skills of managing the employment relationship and extend your knowledge of current employment legislation.

### MODULES

6 of the following modules will be studied:

#### - Using Information in Human Resources

This module develops the research and enquiry skills required to be able to present a viable and realistic case for improvement based on sound work-based research and an understanding of what is considered good practice.

#### - Developing Professional Practice

This module is designed to enable the learner to develop a sound understanding of the knowledge, skills and behaviours required by human resources (HR) professionals, whether in a generalist or specialist role, and as described in the CIPD Profession Map.

#### - Business Issues and the Contexts of Human Resources

This module enables learners to identify and review the business and external

### LOCATION

#### REDDITCH

RHRM-CT5-2021

RHRM-CT5-2021P  
(Apprentice Route)

#### WORCESTER

WHRM-CT5-2021

(Part-Time)

WHRM-CT5-2021P  
(Apprentice Route)

### COURSE LENGTH

1 year

### TUITION FEES

£1,700

### ADDITIONAL COSTS

CIPD student membership  
Approx £138.00  
Optional text books  
- approx £38

### AWARD ON SUCCESSFUL COMPLETION

CIPD Certificate in HR Management and gain Associate membership of the CIPD

### HOW TO APPLY

Please apply through our website at [www.howcollege.ac.uk](http://www.howcollege.ac.uk)

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contextual factors affecting organisations and to assess the impacts of these factors on the HR function. The module is designed to encourage learners to adopt a critical perspective of these contexts and to provide workable organisational and HR solutions to address them.

### - Managing and Coordinating the HR Function

The purpose of this module is to introduce learners to human resources (HR) activity and to the role of the HR function in organisations in general terms. It focuses on the aims and objectives of HR departments in contemporary organisations and particularly on the ways that these are evolving.

### - Employment Law

The purpose of this module is to introduce the major areas of employment legislation and the employment law system, focusing in particular on ways in which day-to-day HR activities are subjected to some form of regulation.

### - Contemporary Developments in Employee Relations (Worcester only)

This module is designed for learners to build on their knowledge and experience and to develop the skills required to make informed and effective judgements about existing and emerging models, processes and practices of employment relations in local and international jurisdictions

### - Reward Management (Redditch only)

This module provides learners with a wide understanding of how the business context drives reward strategies and policies, and enable them to be able to assess the contribution of reward to business viability and advise on the appropriateness of policies and practices to line managers to promote employee performance.

**ENTRY REQUIREMENTS** - A level 3 CIPD qualification or at least one year's HR/people management experience.

**DELIVERY INFORMATION** - WORCESTER - The course is delivered weekly on a Wednesday 13.45 – 20.30 with a September enrolment.

REDDITCH - The course is delivered weekly on a Monday 13.30 – 20.30 in semester 1 and 13.30 - 18.30 in semester 2, with a September enrolment.

In addition you are expected to complete an average of 3 hours independent study per week.

**METHODS OF ASSESSMENT** - Each module is assessed by a written assignment

**PROGRESSION** - Upon successful completion of this course you will achieve Associate Membership of the CIPD and will be eligible to study the level 7 qualification.

**STAFF EXPERIENCE** - All lectures have occupational experience and are CIPD qualified, in addition to having a recognised teaching qualification.

**APPRENTICESHIP OPTION** - The CIPD Level 5 Certificate in HR Management can also be completed as part of the HR Consultant/Partner apprenticeship, for which employers can use their levy.