

STRATEGIC HUMAN RESOURCE MANAGEMENT



The programme responds to the increasingly dynamic and competitive business environment and the transformed legislative framework within which business is conducted and human resources are managed. The pressure on organisations to be agile and responsive in coping with external and internal challenges requires managers to focus not only on day-to-day management tasks but to function at a higher strategic level. This sentiment is echoed by various HRM scholars, who emphasise the transfiguration of the HR function from transactional (typical core HR functions) to transformational (strategic). This involves a link between actual HR practices (core HRM) and three components of strategic management: institutional strategy, business strategy, and the particular HR strategy.

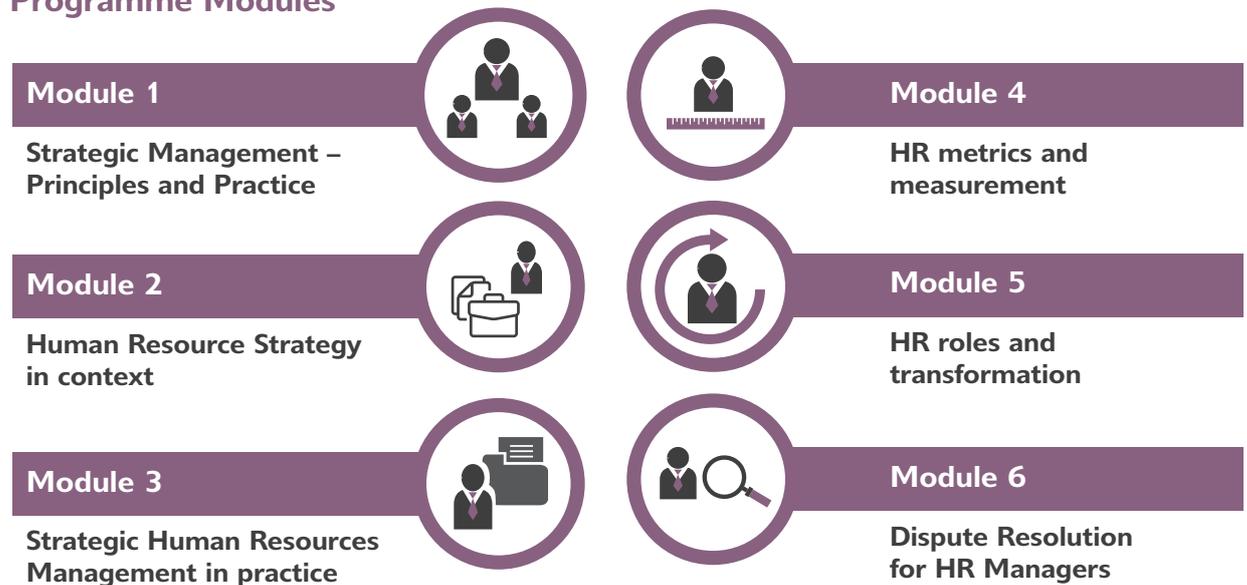
The pressing challenges for HR managers at present is their growing involvement in formulating, integrating and implementing strategies in organisations, in other words, moving towards the 'holistic' state. Efforts to formulate, integrate and implement sound HRM strategies are designed to achieve organisational success. Nowadays, HRM is no longer viewed only as a highly specialised staff activity; there is a growing tendency to acknowledge people as a vitally important component of organisational success and to recognise that the HR function must be fully involved in all aspects of the organisational strategic activities.

*Shaping **leaders** who shape organisations*



After completing this 12-month programme, HR professionals and practitioners in the public and private sector with a minimum of 3 years' managerial (or professional) experience, will be equipped with the skills and abilities to link human resource decisions to business strategy and performance. They will do this by creating alignment between human resources and business strategies; designing work systems that enable the HR function to contribute to organisational performance (and prove it by means of evidence-based HR).

Programme Modules



Assessment

Formative assessment (assignments)

Two assignments

Summative assessment (examinations)

Three-hour examination

Formative assessment and examination admission will comply with Unisa's formative assessment rules and policies.

Duration 12 months

Important Dates

Start Date: January 2017

Study School Dates: To be communicated (week in 1st Semester, and week in 2nd Semester)

Cost

R34 205

Contact Details

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On successful completion of the programme, students will receive the Strategic Human Resource Management Certificate from the Unisa Graduate School of Business Leadership (SBL), an internationally respected educational institution.

Admission Requirements

Senior Certificate or NQF level 5 equivalent; 3 years' experience in middle- to senior-level human resource management position.