

Strategic Human Resources Management (SHRM)

Programme Modules

Module 1: Strategic Management – Principles and Practice

- Concept of strategy and strategic management
- Components of an organisation's environment
- Competitive strategies
- Effective implementation of strategies
- An integrated approach to strategic management

Module 2: Human Resource Strategy in context

- Traditional vs. SHRM in the 21st century
- The South African & African Organisation
- Impact of SHRM on the typical HR elements
- Developing Human Resource agendas in terms of social responsibility/sustainability

Module 3: Strategic Human Resource Management in practice

Impact of SHRM on:

- Staffing
- Training and Development
- Performance Management
- Compensation
- Labour Relations
- Employee Retention
- Global/International HR
- High-performance work systems
- Employee Participation
- SHRM and Cross Cultural Management
- Talent Management

Module 4: HR metrics and measurement

- Foundation of standards
- Basic applied statistics



- Using measure profiles for each of the HR elements and functions
- A framework for HR measurement

Module 5: HR roles and transformation

- HR in a dynamic world, the evolving role of the HR manager and HR practitioner
- Contemporary HR competency models (HR qualities of the contemporary and future HR manager and practitioner)
- HR role models
- HR, globalisation and cross-cultural interaction
- HR and technology
- Ethics in HR management
- HR governance, including risk management, quality assurance, service delivery

Module 6: Dispute Resolution for HR managers

- Conflict management and dispute resolution
- Mediation, conciliation and arbitration
- Negotiation, facilitation and chairing
- Planning and preparing for mediation and arbitration

