

FACT SHEET: OTHM LEVEL 7 DIPLOMA IN HUMAN RESOURCE MANAGEMENT (MQF LEVEL 7)	
Awarding Body	<p>ThinkTalent Ltd.</p> <p>ThinkTalent Ltd is a Further and Higher Education Institution licenced by the Malta Further and Higher Education Authority (MFHEA) Licence Number: 2017/04</p>
Title of the Qualification	OTHM LEVEL 7 DIPLOMA IN HUMAN RESOURCE MANAGEMENT
Mode of Delivery	Face-to-Face Learning/Online (3rd country nationals on a student visa must attend in Face-to-Face mode)
Duration	12 months
Language/s of Instruction of Programmes	English
Address/es where programme will be delivered:	<p>ThinkTalent Offices Centris Business Gateway, Level 2E, Triq is-Salib tal-Imriehel Zone 3, Central Business District, Birkirkara CBD 3020 Malta</p>
Entry Requirements	<p>For entry onto the OTHM Level 7 Diploma in Human Resource Management qualification, learners must possess:</p> <ul style="list-style-type: none"> - An honours degree in related subject or UK level 6 diploma or an equivalent overseas qualification - Mature learners with management experience (learners must check with ThinkTalent regarding this experience prior to registering for the programme) <p>Learners must be 21 years old or older at the beginning of the course.</p> <p>English requirements: If a learner is not from a majority English-speaking country, they must provide evidence of English language competency.</p>
Overall Programme Objectives	The objective of the OTHM Level 7 Diploma in Human Resource Management qualification is to provide learners with the skills and understanding in human resource

	<p>management (HRM) that align with good strategic decision making to maintain organisations' competitive advantage.</p> <p>Learners acquire knowledge through an integrated approach of theory in human resource management and practice using real-time activities. Successful completion of this qualification will develop learners' strategic human resource management and leadership skills and their ability to focus on the requirements of implementing an organisation's strategy.</p> <p>The Level 7 Diploma in Human Resource Management qualification enables learners to progress into or within employment and/or to work toward a relevant Master's programme with advanced standing.</p>																																			
<p>Qualification Structure</p>	<p>This qualification consists of 6 mandatory units for a combined total of 120 credits, 1200 hours Total Qualification Time (TQT) and 600 Guided Learning Hours (GLH) for the completed qualification.</p> <table border="1" data-bbox="384 929 1431 1509"> <thead> <tr> <th>Unit</th> <th>Title</th> <th>Credit</th> <th>GLH</th> <th>TQT</th> </tr> </thead> <tbody> <tr> <td>1.</td> <td>Strategic Human Resource Management</td> <td>20</td> <td>100</td> <td>200</td> </tr> <tr> <td>2.</td> <td>Engagement of Employees and Organisational Learning</td> <td>20</td> <td>100</td> <td>200</td> </tr> <tr> <td>3.</td> <td>Leadership Development and Performance Management</td> <td>20</td> <td>100</td> <td>200</td> </tr> <tr> <td>4.</td> <td>Global Resourcing, Talent and Reward Management</td> <td>20</td> <td>100</td> <td>200</td> </tr> <tr> <td>5.</td> <td>Managing Employment Relations and Employment Law</td> <td>20</td> <td>100</td> <td>200</td> </tr> <tr> <td>6.</td> <td>Business Research Methods</td> <td>20</td> <td>100</td> <td>200</td> </tr> </tbody> </table>	Unit	Title	Credit	GLH	TQT	1.	Strategic Human Resource Management	20	100	200	2.	Engagement of Employees and Organisational Learning	20	100	200	3.	Leadership Development and Performance Management	20	100	200	4.	Global Resourcing, Talent and Reward Management	20	100	200	5.	Managing Employment Relations and Employment Law	20	100	200	6.	Business Research Methods	20	100	200
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<p>Learning Outcomes of the Programme</p>	<p>Unit 1: Strategic Human Resource Management</p> <p>1. Understand the role of strategic management of human resources.</p> <p>1.1 Critically examine the nature and importance of strategic human resource management in organisations.</p> <p>1.2 Assess the role and purpose of strategic human resource management activities in an organisation.</p> <p>1.3 Evaluate how strategic human resource management is related to other functional areas.</p>																																			

2. Understand human resource planning in an organisation.

- 2.1 Analyse the business factors that should be considered in human resource planning.
- 2.2 Determine human resource requirements in different organisational contexts.
- 2.3 Develop a human resource plan for an organisation.

3. Understand how contemporary issues in external business environment impact organisations and the management of Human Resources.

- 3.1 Apply the tools for analysing the organisational environment.
- 3.2 Critically evaluate how contemporary issues in external business environment impact organisations and the management of Human Resources.
- 3.3 Critically evaluate legal and regulatory frameworks that impact on Human Resource strategy.

4. Be able to plan effective human resource strategies.

- 4.1 Analyse the impact of organisational strategy, structure and culture on HR strategy and the management of human resources.
- 4.2 Plan an effective HR strategy.
- 4.3 Critically monitor the effectiveness of human resources management.

Unit 2: Engagement of Employees and Organisational Learning

1. Understand the role of the Human Resource function in contemporary organisations.

- 1.1 Discuss the responsibilities of HR in relation to relative the organisational objectives.
- 1.2 Analyse the role of HR in relation to organisational learning and effective change management.
- 1.3 Critically evaluate the Process and factors of effective Workforce planning.

2. Understand the goals of Human Resource management.

- 2.1 Analyse approaches and models of HR service delivery within organisations.
- 2.2 Evaluate HR functions between organisations from different sectors.
- 2.3 Analyse methods of evaluating HR function.
- 2.4 Evaluate the possible contribution of HR in organisational performance and objectives.

3. Understanding, designing and implementation of HR action plans for promoting employee engagement and organisational performance.

- 3.1 Analyse factors affecting employee learning and employee engagement in a given context
- 3.2 Explore the critical contribution of employee engagement as a route to strategic and competitive
- 3.3 excellence within a high-performance working environment.
- 3.4 Design and implement an HR action plans for promoting employee engagement and organisational performance.

4. Understand the correlation between organisational performance and management of Human Resources.

- 4.1 Examine HR contemporary issues affecting organisational performance.
- 4.2 Critically analyse the impact of investment in human capital on organisational performance.
- 4.3 Critical examine approaches to evaluating the effectiveness of the HR function.

4.4 Critically evaluate the role of Human Resources in evaluating organisational performance in an organisation.

Unit 3: Leadership Development and Performance Management

1. Understand the concepts of leadership and management.

- 1.1 Examine key concepts of leadership and management.
- 1.2 Analyse different leadership and management theories and their respective applications.
- 1.3 Critically evaluate a range of approaches to developing effective leaders and managers.

2. Understand learning and development in leadership and management.

- 2.1 Analyse coaching and mentoring as tools for developing leadership and management.
- 2.2 Critically evaluate trends in workplace learning.
- 2.3 Examine strategies for integrating learning and development within the wider organisational strategy.

3. Understand leadership and management development programmes.

- 3.1 Analyse indicators of success for effective leadership and management development programmes.
- 3.2 Critically analyse approaches to evaluating leadership and management development programmes.

4. Understand the role of motivation, teamwork and effective communication in effective leadership.

- 4.1 Analyse methods developing effective teams for performance improvement.
- 4.2 Evaluate the role of effective motivation using theories & models of motivation in performance management.
- 4.3 Evaluate the relationship of effective leadership with effective communication using relevant theories and examples.

Unit 4: Global Resourcing, Talent and Reward Management

1. Understand the challenges involved in global talent management.

- 1.1 Examine the roles and functions of those involved in global talent management.
- 1.2 Examine the key factors to be taken into account when managing the talent on a global scale.
- 1.3 Evaluate the barriers to effective global talent management.
- 1.4 Critically assess the role of global mobility on global talent management.

2. Understand the Relationship between Global talent Management and Organisational strategy.

- 2.1 Evaluate the impact of international globalisation and diversity in global talent management.
- 2.2 Evaluate the role of global talent management in the achievement of organisational goals and objectives.
- 2.3 Analyse how global talent management has impacted on the performance of organisations.

3. Analyse performance and reward management in organisations.

3.1 Critically review theories and models of performance and reward management.

3.2 Analyse the relationship between global talent management and performance management.

3.3 Evaluate how performance management operates as a form of reward.

4. Understand the design and implementation of performance and reward management systems within the environment of the organisation.

4.1 Critically analyse external and internal environmental factors that influence performance and reward management.

4.2 Evaluate the relationship between performance and reward management and workforce learning and development.

4.3 Evaluate performance and reward management systems, design and procedures in an organisation.

4.4 Evaluate the different methods of measuring employee and organisational performance.

Unit 5: Managing Employment Relations and Employment Law

1. Understand key concepts in employment law in a country.

1.1 Examine aims and objectives of employment legislation.

1.2 Analyse the impact of regulatory and legal requirements on human resource policies in an organisation.

1.3 Analyse the impact of ethical requirements on human resource policies in an organisation.

1.4 Explain the purpose of human resource policy.

2. Understand recruitment and selection legislation in a country.

2.1 Evaluate the principles of discrimination legislation in relation to recruitment and legislation.

2.2 Critically evaluate the role of contracts in employment law.

2.3 Analyse the mechanisms for establishing contracts of employment.

3. Understand aspects of employment protection given to different types of workforce.

3.1 Analyse the legislative and procedural protection that exists for workers.

3.2 Examine the legal consequences of unfair treatment of an employee for the employer.

3.3 Apply law relating to the nature of protection for workers to a given situation.

4. Analysing organisational level employment relations processes, functions and procedures.

4.1 Critically analyse the roles and functions of the different stakeholders in managing the employment relationship.

4.2 Assess the impacts of external contexts and organisational-level employment relations processes on organisational performance.

4.3 Evaluate the significance and impact of the integration of employment relations processes on organisational policy, practice, and organisational outcomes.

Unit 6: Business Research Methods

	<p>1. Be able to identify research problems and formulate research objectives. 1.1 Appraise research problems. 1.2 Develop appropriate research objectives and justify their choice.</p> <p>2. Understand how to review the literature on a research topic. 2.1 Evaluate literature relevant to a research problem. 2.2 Critically analyse different theoretical approaches to a research problem.</p> <p>3. Be able to design appropriate business research methodologies. 3.1 Critically evaluate appropriate research methodologies in terms of research objectives. 3.2 Design an appropriate methodology in terms of research objectives. 3.3 Justify a selected methodology in terms of research objectives.</p> <p>4. Be able to develop a research proposal. 4.1 Propose techniques for use with quantitative and qualitative data. 4.2 Create a research question, literature review and methodology.</p>
<p>General Pedagogical methods used for this programme</p>	<p>This is a training programme in which participants will benefit from the following mixed-learning and teaching methodologies:</p> <ul style="list-style-type: none"> • Tutor-led, traditional and collaborative teaching contact via short lecture-type interventions interspersed with group discussions, reflective exercises and group activities • Self-study via handouts and recommended reading
<p>Assessment</p>	<p>All units within this qualification are assessed and internally quality assured by the ThinkTalent and externally verified by OTHM. The qualifications are criterion referenced, based on the achievement of all the specified learning outcomes.</p> <p>Each unit is assessed via a written coursework of approximately 4500 words. To achieve a 'pass' for a unit, learners must provide evidence to demonstrate that they have fulfilled all the learning outcomes and meet the standards specified by all assessment criteria.</p>