

## Micro-Credential in Strategic Human Resource Management



**Delivery mode:** Online

**Duration of Study:** 7 Weeks / 7 Hours

**Level:** Advanced

### Organisational Development

Organisational development is a critical and science-based process that helps organisations build their capacity to change and achieve greater effectiveness by developing, improving, and reinforcing strategies, structures, and processes. It is the magical glue that makes businesses adaptable, responsive, and resilient in the face of a world that changes by the day.

Developing core and advanced skills needed in organisational development which includes people skills, direction-setting skills, process skills and advanced performance knowledge is crucial in redesigning an organisation's processes in ways that contribute to quantifiable improvements.

### Programme Overview

The course is divided into three sections. The first addresses the implementation of strategy and the importance of aligning Human Resource practices so that they are internally consistent and produce the skills and behaviours required to make the strategy work. The second section addresses a number of key HR levers available to Managers in the development of an effective work system, including investing in people (training and development), participation and involvement (team-based systems), measurement and incentives (compensation), and information-sharing. The third section of the course provides a summary and integration, illustrating how firms have succeeded or failed at tapping the potential of their workforce.

### Assessment

- Coursework: 80%
- Examination: 20%

### Areas of Knowledge

- The strategic role of Human Resource Management (HRM) in business success.
- Human Resource Management (HRM) practices at the workplace.
- Human Resource (HR) strategies for business settings.

## Why UNITAR?

### 5-STAR QUALITY

5-STAR rating in QS for Teaching, Employability, Inclusiveness, Online Education and Accounting and Finance.

### AFFORDABILITY

HRDF and various financial aid available.

### UNITAR C.A.R.E

We ensure that students are well-equipped with applicable skills: Collaborative, Adaptive, Reflective and Entrepreneurial.

## COURSE PROGRESSION >>>

Credits from this Micro-Credential Programme are transferable to the following full academic programme:

**Master in Business Administration (Online)**

## Course Modules

### Lesson 1

- Strategic Human Resource Management
- Strategically Managing the HRM Function

### Lesson 2

- The Legal Environment: Equal Employment Opportunity and Safety
- Collective Bargaining and Labour Relations

### Lesson 3

- Human Resource Planning and Recruitment
- Selection and Placement

### Lesson 4

- Performance Management
- Succession Planning

### Lesson 5

- Training

### Lesson 6

- Pay Structure Decisions
- Recognising Employee Contributions with Pay
- Employee Benefits

### Lesson 7

- Managing Diversity
- Organisation Culture



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UNITAR International  
University (DU004-B)  
Tierra Crest, Jalan SS6/3,  
Kelana Jaya,  
47301 Petaling Jaya,  
Selangor Darul Ehsan,  
Malaysia

## TO REGISTER OR ENQUIRE

Tel : +603 7627 7200  
WhatsApp : +011 1051 2825  
Email : enquiries@unitar.my