



BRENTWOOD
OPEN LEARNING COLLEGE

CERTIFICATE IN

HUMAN RESOURCE MANAGEMENT

Web: www.bolc.co.uk

Email: admissions@bolc.co.uk

Course Introduction:

In today's fast-moving world, many managers and supervisors are expected to deal with some human resource issues. They may be asked to take part in developing job descriptions, take part in interviews, or take responsibility for discipline.

This course will introduce those managers to human resource concepts. We will introduce you through the hiring process, from performing a skills inventory to conducting the interview; discuss orientation; and cover some issues that arise after the hiring (such as diversity issues, compensation, and discipline).

Course Benefits

Accredited Course



Full Tutor Support



Delivered through distance learning



Self paced, no fixed schedules



Available to students any where in the world



Interest Free Fee Instalments



Course Duration: 125 Hours (Flexible)

Entry Requirement:

There is no particular entry requirement for this course.

Course Accreditation:

Certificate in Human Resource Management (Level 2)

Awarding Body: ABC Awards

Fee Schedule:

Total Fee: **£360** (Including Admission Fee)

Admission Fee: **£80**

10 Monthly Instalments: £28 / Month

There is **£60** discount if fee is paid in full.

Discounted fee: £300



UNIT 1

The Basic of HR Management

Performing a Skills Inventory
Role of Emotional Intelligence
Forecasting Techniques
Extrapolation
Job Analysis
Job Analysis Methods

UNIT 2

Staffing the Organisation

Identifying Job Competencies
Position Profiles and Job Descriptions
Do You Really Need to Hire?
The Real Cost of Employee Turnover
Finding Candidates
Advertising Guidelines

UNIT 3

Interviewing Techniques

The Interview Format
Conducting the Interview
History of the Interviewing Process
The Five Criteria of Interview
Types of Techniques
Basics of Behavioral Interviewing
Provocative Statement

UNIT 4

Training and Development

What are Disabilities?
Rating Techniques
Employee Orientation and on Boarding
Why Have Orientation?
Problems to Avoid
The Training Cycle
Working With External Providers

UNIT 5

Performance Management

Performance Review Problems
A Performance Management Checklists
Dissecting a Performance Review
Key Results Areas
Evaluating Behaviors

UNIT 6

Managing Attendance and Rewards

The Cost of Absenteeism
Dealing with Attendance Management
Managing a Diverse Workforce
Privacy Issues
Compensation and Benefits

UNIT 7

Managing Disciplinary Issues

The Four-Step Disciplinary System
A Discipline Checklist for a Supervisor
Terminating Employees
Exit Interviews

Your Learning Experience - FAQs

How is the course delivered?

Guided learning hours for the course are 125. The course is flexible you can work according to your own schedule. The course is assignment based after each course unit you will complete an assignment which you will submit to your tutor for marking. The tutor will mark the assignment and will upload feedback on the portal within 10 working days of the assignment being submitted. On successful completion of the unit you will move on to the next unit and this you will complete your course. There is no formal exam to take at the end.

How will I study?

When you enrol on this course you are assigned a personal expert tutor, to guide and encourage you throughout your studies with the College. Your tutor will be available throughout your course to give you help with specific issues, and difficult topics. Relevant practical exercises and projects are introduced throughout the course aimed at applying the theory and skills learnt.

What is so special about this course?

This is a unique course. We start from the very basics and give you all the essential knowledge required for working in the field successfully.

What support do students get?

Learning Material

All the core learning material will be provided to you from the college. You don't have to buy any text books. However we encourage our students to conduct their own further reading.

Additional Supporting Material

Additional support material and useful links are available on the LMS (Learning Management System) for further reading.

Tutor Support

When you enroll on any of our courses you are assigned a personal tutor to support you with your studies. You complete all this work under the supervision and guidance of your tutor who provides you feedback on your assignments and course work on regular basis throughout your course.

Online Discussion Forum

Our online forums enable you to share ideas with other students and support each other throughout your studies. Tutor's regularly review the forums and reply to student's questions or concerns.

Is the course accredited?

This course has been accredited under ABC Awards QLS (Quality License Scheme) by Brentwood Open Learning College. ABC Awards is a leading national Awarding Organisation, regulated by Ofqual, and the Welsh Government for their qualifications on the national framework i.e. the Qualifications and Curriculum Framework (QCF). It has a long established reputation for developing and awarding high quality vocational qualifications across a wide range of industries.

As a registered charity, ABC Awards combines 180 years of examination and assessment expertise but also implements a responsive, flexible and innovative approach to the needs of our customers.

How much does it cost?

The full course fee is **£360**

There are two Options available for you.

Option 1

When paying full fee in advance you will get **£60** fee discount and will pay **£300** for the complete course.

Option:2

When paying in instalments you will pay **£360** for the complete course. This fee will be paid according the following schedule:

At the time of admission **£80**. Then **10** instalments of **£28** each.

The fee covers complete cost of your course which includes: the cost of registration, course study material, tutor support and certification fee.

Payment Methods

We at BOLC offer you the variety of payment methods to make the payment process easily manageable. You can choose any of the following methods to pay your fee:

- ☞ **Credit or Debit Card**
- ☞ **PayPal**
- ☞ **Bank Transfer**

Can I pay my fees in instalments?

Yes, you can pay your fee in up to 10 interest free monthly instalments. However there is special fee discount available for those paying in full at the time of admission.

What Student Will Learn?

- Discuss current issues in the human resource field and the changing role of supervisors and managers in terms of HR functions.
- Write job specifications and identify core competencies.
- Apply methods of finding, selecting, and keeping the best people using behavioral description interviewing techniques.
- Get new employees off to a good start.
- Understand compensation and benefits.

How to Apply?

Online:

You can enroll online by completing the **Apply Online** form on www.bolc.co.uk
OR

Email:

You can contact us on admissions@bolc.co.uk and we will send you all the course information along with the application form which you can fill in and return to us on the same email. After processing your application form we will send you an invoice for the payment of your fee along with guidance on making payment.



Apply Now!



CONTACT US

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