

B.Sc. in Human Resources Management

MQF Level 6 | 180 ECTS





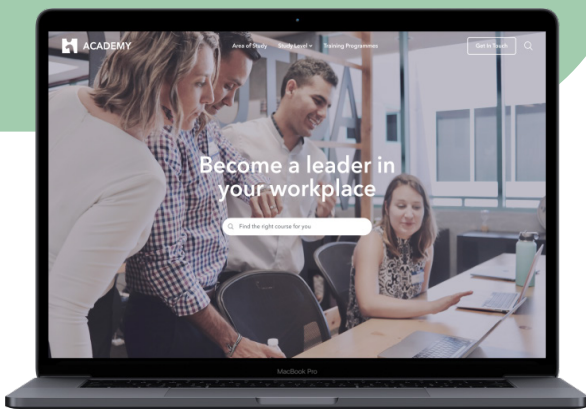
ACADEMY



ABOUT US

Founded in 2005 as IDEA Leadership and Management Institute, IDEA Academy has since evolved into one of Malta's leading higher education institutions accredited by the Malta Further and Higher Education Authority. We offer a selection of bespoke, accredited programmes in a wide variety of fields, from certificate level right up to master's level.

Our mission is to provide quality, industry-driven education to adult students who are already seasoned practitioners and professionals. In doing so, we adopt a student-centric, blended approach to learning with minimal disruption to one's personal and professional life.



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B.Sc. in Human Resources Management

MQF Level 6 | 180 ECTS

COURSE DESCRIPTION

Effective, enthusiastic and empathetic HR professionals play a vital role in employing and nurturing the right staff to ensure an organisation's success.

This programme will take you through the principles of HR management and emerging practices, whilst covering topics like cultural diversity, job assessment and information systems.

This course will also guide you in identifying areas where change can bring about improved levels of efficiency within your organisation, as well as how to help employees accept change positively. You will also explore the effects of new sociological trends and research methods on the field of HR.



TARGET AUDIENCE

This course is targeted at professionals with HR experience, such as:

- HR coordinator
- HR manager
- training manager
- payslip coordinator
- HR supervisor

The target group can be extended to those who have the experience but lack a formal qualification and wish to have a more thorough background in the subject in order to progress further in their careers.

CAREER PATHS

The programme aims to prepare you for positions in middle-management and other senior roles such as that of an HR manager, head of HR and HR director of any organisation, both in the private and public sector.

STRUCTURE & ASSESSMENT

This is a part-time programme and will typically take 42 months to complete. The programme comprises a total of 27 modules. The method of assessment is assignment-based.

The course comprises:

- 6 lectures per module (twice a week);
- 3-hour lectures (evening);
- 12 hours of online content per module, comprising asynchronous online discussions, tutorials and/or videos.

ENTRY REQUIREMENTS

Candidates who apply for this course must possess:

- a qualification at MQF Level 4 (one 'A' Level or equivalent in any subject)

AND

- a pass in English* and Mathematics at MQF Level 3 ('O' Level or equivalent).

Preference is given to applicants having a year of work experience related to the field of study.

* Students whose first language is not English will be required to demonstrate evidence of an adequate level of English proficiency.



COURSE PROGRESSION MAP

The following progression map depicts your journey towards achieving the B.Sc. in Human Resources Management. The map illustrates the interim exit points that lead up to the full bachelor's degree (180 ECTS).

MODULES 1-5

MQF 5
30 ECTS

Certificate in Human Resources Management
Duration: 6 months

MODULES 1-10

MQF 5
60 ECTS

Diploma in Human Resources Management
Duration: 12 months

MODULES 1-20

MQF 5
120 ECTS

Higher Diploma in Human Resources Management
Duration: 24 months

ALL 27 MODULES AND DISSERTATION

MQF 6
180 ECTS

B.Sc. in Human Resources Management
Duration: 42 months

COST

Reading for the entire Bachelor of Science (B.Sc.) in Human Resources Management as presented in this brochure costs €9,000.*

The cost for the different exit points is as follows:

- Certificate in Human Resources Management: €2,000
- Diploma in Human Resources Management: €4,000
- Higher Diploma in Human Resources Management: €6,000

Upon successful completion of each exit point, students will be eligible for a 70% refund of the cost through the 'Get Qualified' scheme.**

Due to the modular structure of the course, you may also opt to take individual modules as stand-alone. The entry requirements still apply.***

* Prices are applicable to students who reside in Malta at the time of applying.

** Terms and Conditions apply.

*** For the price of individual modules, please contact the IDEA Academy team.

PROGRAMME OUTLINE

MODULE/UNIT TITLE	COMPULSORY OR ELECTIVE	ECTS
1. Introduction to Human Resource Management	Compulsory	6 ECTS
2. Strategic Human Resources Management	Compulsory	6 ECTS
3. Effective HR Management	Compulsory	6 ECTS
4. General Management Issues Related to HR	Compulsory	6 ECTS
5. Resourcing and Talent Planning	Compulsory	6 ECTS
6. Motivation in the Workplace	Compulsory	6 ECTS
7. Employee Commitment at Work	Compulsory	6 ECTS
8. Structuring and Managing Organisations	Compulsory	6 ECTS
9. Managing People	Compulsory	6 ECTS
10. The Organisation Development	Compulsory	6 ECTS
11. Training and Development	Compulsory	6 ECTS
12. Knowledge Management and the Learning Organisation	Compulsory	6 ECTS
13. Setting a Performance Management Programme (PMP)	Compulsory	6 ECTS
14. Employee Appraisal	Compulsory	6 ECTS
15. Rewarding Employees	Compulsory	6 ECTS
16. Managing Industrial Relations	Compulsory	6 ECTS
17. Developing Collective Agreements	Compulsory	6 ECTS
18. Negotiating and Collective Bargaining	Compulsory	6 ECTS
19. HR in the Global Scenario	Compulsory	6 ECTS
20. HR in the 21st Century	Compulsory	6 ECTS
21. Assessing and Evaluating Jobs	Compulsory	6 ECTS
22. Developing HR Management Systems	Compulsory	6 ECTS
23. HR in the Public Service	Compulsory	6 ECTS
24. HR as a Tool for Change Management	Compulsory	6 ECTS
25. Work Psychology	Compulsory	6 ECTS
26. Introduction to Research Methods	Compulsory	6 ECTS
27. Managing Cultural Diversity in HR context	Elective	6 ECTS
28. The Effects of New Sociological trends in HR	Elective	6 ECTS
29. Dissertation	Compulsory	18 ECTS

You are required to complete all 26 compulsory modules (156 ECTS), and only 1 elective module out of the proposed 2 (6 ECTS), as well as the dissertation (18 ECTS) to fulfil the requirements of this bachelor's degree.

Total credits: 180



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Student-centric, industry-driven study programmes that equip you with the tools to help you stand out at your workplace.



ACADEMY

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