**DIPLOMA IN HUMAN RESOURCE MANAGEMENT (Qualification Reference 142)**

**Review Comments:** Diploma should be named Human Resource Management and not Human Resources Management What does this imply/mean "The professional body (SABPP) is reflected in the revised exit levels and assessment criteria of the programme"? It does not make sense and should be carefully scrutinised.

**Response to the Category B Review Comments**

1. **Name of the qualification**

The institution agrees to the Review comment that the programme be named Diploma in Human Resource Management and not Diploma in Human Resources Management. This is indeed in line with other similar names of the Diplomas in this profession.

Therefore, the institution proposes that the name be changed to Diploma in Human Resource Management.

1. **the role of the professional body (SABPP) in the ammended qualification**

The amendments to the programme design comply with the requirements of Higher Education Quality Committee (HEQC) which serve as the statutory professional body, and the South African Board of Personnel Practitioners (SABPP), which has established a Memorandum of Agreement with the HEQC. A strong Human Resource Management/Development approach was followed in order to complement the guidelines that should be complied with to become a Human Resource Management practitioner. This programme has undergone an accreditation peer review in 2014, as well as in 2015, driven by the SABPP.

The envisaged programme is also consonant with the institution’s mission, forms part of institutional planning through its Vision 2020 and resource allocation, it meets national requirements as articulated by the SABPP, addresses the needs of students and other stakeholders, and is intellectually credible.

The modules of the Diploma in Human Resource Management were modified and updated according to current industry needs, expectations and practices. The curriculum and programme structure are continuously revised and refined to adhere to the Human Resource Management needs from the labour market. For example, the new module introduced within the re-curriculated HR programme is Human Resource Information Systems (HRIS). The module HRIS was added as per stakeholders and SABPP requirements and WIL for the purpose of industry exposure. These contemporary requirements have been captured in the Human Resource Standards developed by the South African Board of People Practices (SABPP). In order to be able to make a difference in the working environment, accreditation by the SABPP is envisioned.

The re-curriculated qualification is also aligned with the national HR Standards and Professional HR Standards as developed and defined by the professional body (SABPP). The qualification also complies with the SABPP Competency Model launched in 2012 which is a National HR Model and defines what professionals in the HR field should be able to deliver. The ultimate goal of the revised qualification is to provide integration of modules within the HR discipline, thus delivering excellent HR practitioners who are able to practice ethically in diverse environments by communicating effectively, exhibiting critical thinking skills, integrating and applying knowledge, and demonstrating adaptability. The design maintains an appropriate balance of theoretical, practical and experiential knowledge and skills. It has sufficient disciplinary content and theoretical depth, at the appropriate level, to serve its educational purposes. Then revision of the curriculum, which included consultation with the SABPP, supports this claim.

The institution endeavours to ensure that all qualifications offered, compare well with industry standards and requirements on a national and international level. This is mainly achieved through input during the compilation and assessment of the programme during the development phase and subsequently through reviews driven by the Programme Advisory Committee. The advisory committee includes industry experts and tuition providers with a sound academic acumen. The experience of the working environment of the various members ensures currency and the maintenance of relevant content.