

GRADUATE DIPLOMA IN BUSINESS (HUMAN RESOURCES MANAGEMENT)

Information for International applicants

2016 ENTRY

NAPIER CAMPUS

The Graduate Diploma in Business enables students who have completed a bachelor's degree to achieve a graduate level qualification in a specialised area of business.

In this programme you will gain an understanding and the skills you need to get the right people into the jobs they will excel in. You will be able to keep them in those jobs and you will be able to develop their performance and talent. On completion of this programme you will be able to manage and develop an organisation's most valuable asset, its people, and as such you will have a strategic role.

The Graduate Diploma in Business (Human Resources Management) is subject to NZQA approval.

This programme of study includes holiday or study breaks during which there are no scheduled classes. Students may find it necessary to spend time during non-teaching weeks working on assignments and other study-related tasks set during the teaching weeks.



HUMAN RESOURCES ADVISOR (EMPLOYEE RELATIONS ADVISOR/TRAINING AND DEVELOPMENT ADVISOR)

This endorsement will assist in preparing students for positions in Human Resource Management, such as Human Resources Adviser, Recruitment Specialist, Organisation Development Manager, Payroll Officer, Learning and Development Manager, Talent Manager, Communications Adviser and Human Resources Analyst.

Human Resource Managers/advisors have a role in organisations of all types as they are responsible for staff and personnel matter. Responsibilities include recruitment and selection, health, safety and well-being, performance management and remuneration, learning and development, employment relations and policy development. (Source: Careers NZ. Retrieved 4 March 2016 from: <https://www.careers.govt.nz/jobs/management-consulting/human-resources-adviser/>)

Qualification	Graduate Diploma in Business (Human Resources Management)
Programme level	Level 7
Length	One year
Start dates	15 February, 18 July
Study options	Full-time
Fees	NZ\$ 18,500 per year
Number of credits	120
Class times	Between 8.00am and 8.00pm Monday - Friday
Study hours	Two hours of study for each classroom hour
Location	Napier Campus
Contact	International Centre Phone: +64 6 974 8902 Email: international@eit.ac.nz

Pay

Human resources advisers usually earn

\$63K-\$92K per year

Source: Human Resources Institute of New Zealand, and Strategic Pay.

Job opportunities



Chances of getting a job as a human resources adviser are average, due to increasing job numbers but high competition for positions.

Progression and specialisations

Human resources advisers may work for large organisations, government departments, or human resources consultancies. Job opportunities for human resources advisers are best in professional services, financial services, telecommunications, and fast-moving consumable goods (supermarkets).

People working in this position may move into management positions such as human resources manager or training and development manager. They may also specialise in an area of human resource management such as:

- Employee Relations Adviser
- Recruitment Consultant
- Training and Development Adviser
- Workplace Relations Adviser.

(Source: Careers NZ. Retrieved 4 March 2016 from: <http://www.careers.govt.nz/jobs-database/business/management-consulting/human-resources-adviser/>)



international.eit.ac.nz

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ENTRY REQUIREMENTS

Successful completion of a three year degree or equivalent qualification (please see your country specific entry requirements) or applicants from industry who can demonstrate evidence of significant work and professional experience at degree level or above. These applicants will be required to participate in an interview.

Graduates from non-business disciplines may require preparatory study before enrolment.

COURSE DESCRIPTIONS

N.B. Courses are offered subject to sufficient numbers applying. For more information about course content or 'pre-requisites and co-requisites' please contact the secretary to make an appointment with the Programme Coordinator.

In the following descriptions: **Pre-requisite** — courses which must be studied before. **Co-requisite** — courses which must be studied before or at the same time

COURSE	BRIEF DESCRIPTION	CREDIT VALUE	NZQA LEVEL
MGMT6.03	Human Resource Management To provide students with a detailed examination of human resource management (HRM) activities for the effective management of people in an organisation.	15	6
MGMT6.04	Organisational Behaviour To provide students with a detailed examination of aspects of organisational behaviour concepts, principles, practices, and issues with relevance to the modern workplace.	15	6
MGMT6.05	Employment Relations To examine the Employment Relations processes, both formal and informal, and apply them so that the parties to the employment relations each achieve their mutual goals.	15	6
MGMT7.14	Business Project To enable students to apply the skills gained during their BBS studies to date in a business or professional environment. The project will provide students with an opportunity to research, select, integrate, and extend their knowledge of business practices within a specified sub-discipline. PRE-REQUISITE: Normally RESM6.01 and at least 30 credits at level 7. The specific prerequisites required will depend on the topic proposed and must be approved by the Programme Coordinator. Each Project must be approved by the Programme Coordinator, proposed Academic Supervisor, and Head of the School of Business.	30	7
MGMT7.01	Strategic Management To enable students to analyse, evaluate and synthesise the critical aspects of strategic management and to be able to integrate its various aspects into a form which can be implemented and controlled. PRE-REQUISITE: Relevant knowledge, skills, and experience in the business field.	15	7
MGMT7.05	Advanced Human Resource Management To critically examine the underpinnings of the HR field and selected strategic and contemporary aspects at the organisational level of human resource management concepts, principles, practices and HR issues. PRE-REQUISITES: MGMT6.03 Human Resource Management AND MGMT5.01 Introduction to Management OR equivalent introductory management knowledge and skills.	15	7
MGMT7.07	Career Management To utilise recent career theory and research to understand the changing careers and employment environment, to investigate the key career competencies for 21st century careers and develop skills that maximise an individual's effectiveness in his/her future career.	15	7

DISCLAIMER: The programme fees, other costs, entry requirements, duration, and programme start dates are for 2016 and are listed as a guide only. All fees shown in the prospectus are in New Zealand dollars and include Goods and Services Tax (GST) at current rates. Programme content is based on current information and may be subject to change. EIT reserves the right to cancel or postpone any programme and shall not be liable for any claim other than that proportion of the programme fee, which the cancelled or postponed portion bears.