



**QUALIFICATION: Higher Certificate in Management with a major in Human Resource Management  
(SAQA ID 91832, NQF LEVEL 5)  
MODE OF DELIVERY: DISTANCE LEARNING ONLINE**

## **DESCRIPTION AND PROGRAMME PURPOSE**

The Higher Certificate in Management (HCM) with a major in Human Resource Management is an entry-level, post-school higher education qualification designed to equip the student with the foundational knowledge and skills necessary to function in a junior Human Resource Management role in diverse organisational contexts.

The HCM with a major in Human Resource Management has a strong vocational orientation, which enables the candidates to appropriately select and apply sound theory towards solving practical problems that typically occur in the contemporary work environment. This programme blends core management principles with specialised HR knowledge to equip students with the skills necessary to manage an organisation's most valuable asset – its people.

## **WHO SHOULD ENROL**

This programme would be suitable for:

- An employed person seeking to develop or formalise the skills, knowledge and attributes needed to effectively operate in a junior management position.
- A school leaver, who requires a Higher Certificate for access into a Diploma or Degree programme of study.

## **PROGRAMME OUTCOMES**

Successful completion of this qualification should enable the student to:

- Demonstrate an understanding of the management functions of planning, organising, leading and controlling.
- Implement basic human resource best practices within an organisational environment.
- Demonstrate an understanding of the relevant South African legislative provisions and ethical practices that form a framework for guiding the management of human resources in organisations.
- Demonstrate an understanding of talent management and succession planning within organisational contexts.
- Integrate foundational knowledge of basic project management techniques in designing and solving problems within familiar organisational contexts.

## PROGRAMME STRUCTURE

Module name and code	DLO cycle	Compulsory/Elective	Credits
The Management Environment MAEN02-5	1	Compulsory	20
People Leadership and Development PLDV01-5	2	Compulsory	20
Talent Management and Succession Planning TMSP01-5	3	Elective	20
Human Resource Governance Framework HRGF01-5	4	Elective	20
Introduction to Management Accounting IMAC01-5	5	Compulsory	20
Design Thinking for Business Success DTBS01-5	6	Compulsory	20
<b>TOTAL CREDITS</b>			<b>120</b>

## MODULE DESCRIPTIONS

### Compulsory

#### **The Management Environment MAEN02-5**

This module details the results that successful managers at different levels of business must deliver within their organisations. It addresses topical and future management issues through both classic and contemporary management thought. In addition to placing management in context, the module also explores the knowledge, skills and dispositions required of managers to perform the management functions of planning, organising and leading in an unpredictable and changing business environment. *This module is available only in Semester 1.*

#### **People Leadership and Development PLDV01-5**

Students will be exposed to the business environment in which people have to be managed. From a general perspective, the module covers the organisation as a system, approaches to decision-making, performance management and job design. Students will also be exposed to the unique human resources challenges in the South African context specifically. There should be no doubt that an equitable, efficient and effective human resource management culture will produce collaboration between business units and departments to enhance synergy and productivity. *This module is available only in Semester 1.*

#### **Design Thinking for Business Success DTBS01-5**

This module introduces students to the fundamental concepts, tools and techniques in project management and in the design thinking for business success framework. A comprehensive coverage of the rationale for the project approach is offered, followed by a systematic exploration of the main knowledge domains of project management and finally, an integration of the various knowledge domains. A generic approach is adopted, which seeks to advance fundamental principles and practices, without subscribing to the requirements of any of the various professional bodies in project management. This module also aims to introduce students to an inter-disciplinary approach to solving business problems. Students will be required to write a well-substantiated report on a

business context (this can be their current business context) that they have assessed in terms of strengths and weaknesses. *This module is available in Semester 1.*

### **Introduction to Management Accounting IMAC01-5**

This is an introductory module in management accounting. Students are introduced to the fundamentals of business, bookkeeping and accounting. The module will also introduce students to the provisions and use of accounting information by managers within organisations, and provide them with the basis to make informed business decisions, which will better equip them for the management and control function. *This module is available only in Semester 2.*

## **Electives**

### **Human Resource Governance Framework HRGF01-5**

This module introduces students to fundamental HR concepts, relevant South African legislative provisions and ethical practices to cultivate a diverse, inclusive and risk-averse organisational culture that aligns with corporate governance strategies.

### **Talent Management and Succession Planning TMSP01-5**

The purpose of this module is to provide participants with a comprehensive understanding of talent management and succession planning within organisational contexts. Throughout the course, students will delve into various aspects of talent management and succession planning, aiming to equip themselves with the necessary knowledge and skills to effectively navigate these critical areas. *This module is available only in Semester 2.*

## **ADMISSION REQUIREMENTS**

For entry into the Higher Certificate, candidates require a Senior Certificate (SC) or a National Senior Certificate (NSC), as certified by Umalusi, with at least a pass in English, the language of instruction at Milpark Education.

### **Other/International certificates**

Further to the requirements for admission provided above, foreign nationals or South African nationals seeking to apply for admission onto the qualification based on a non-South African/foreign, senior school leaving certificate, must obtain and submit to Milpark, a Certificate of Equivalence from the South African Qualifications Authority (SAQA) ([www.saqa.org.za](http://www.saqa.org.za)).

Applicants with foreign senior school-leaving certificates, who have already completed the equivalent of a South African Grade 12, are required to submit their SAQA Certificate of Equivalence at the time of applying online for the Milpark Higher Certificate.

## Recognition of Prior Learning (RPL) applications

Milpark admits a small number of students onto its programme via Recognition of Prior Learning (RPL). Applicants interested in applying via RPL will be considered individually by the relevant Head of School.

## MODE OF DELIVERY

The following mode is available for this specific programme: Distance Learning Online.

## STUDENT SUPPORT

### Library access

The Milpark Library provides access to e-books in a virtual library called Cyberlibris (Scholartext). Lecturers may create smart bookshelves per course or module for students to access (these shelves can contain prescribed and recommended books). Students can also create their own personal smart bookshelves containing resources for their studies. Having access to a digital library means that thousands of students can access books and resources from anywhere at the same time online. There is no need to make reservations and requests, and no limit on the time a student has to access a book. With the implementation of Cyberlibris, students also have access to full-text resources via ProQuest (global), Emerald (global), Ebsco (global) and Sabinet (South African publications) to assist with research and to enrich their learning experience. Access to the Library is included in the module fee.

### Tutor

Comprehensive student support services are available. Students are provided with administrative support by Student Services. To assist with understanding content, students have access to tutors whom they can contact individually. Students who experience study and/or personal problems have access to a student counsellor. All support services are available to registered students via *myMilpark (myCourses)*.

## RULES OF PROGRESSION

Students have to complete four compulsory and two elective modules. Students require 120 credits to complete the qualification.

## ASSESSMENT

Formative assessment contributes 30% to the final mark and consists of a combination of assignments and tests. The exact formative structure per module will be communicated to you at the start of the semester.

Students will complete a final, summative assessment per module at the end of each semester that contributes 70% towards the final mark. Students need to obtain a sub-minimum mark of 40% in the final, summative assessment and an overall mark of 50% in order to pass the module.

## **DURATION**

Students have a minimum of one year and a maximum of three years to complete this qualification.

## **CERTIFICATION**

On successful completion of the qualification, the student will receive a Higher Certificate, NQF Level 5 (credits: 120). The Higher Certificate in Management is accredited by the Higher Education Quality Committee of the Council on Higher Education (CHE).

## **FURTHER STUDIES**

Milpark Education is committed to the process of lifelong learning and opening access to higher education. The programme is at NQF level 5 and it will provide articulation options for NQF level 6 programmes. The Higher Certificate allows articulation with the Advanced Certificate in Management. Beyond Milpark Education, this qualification should articulate with other qualifications in the relevant fields of management.

A student who transfers from one qualification to another within Milpark Education may be given credit for some modules successfully completed.

A student who has completed certain modules on this qualification at Milpark Education and who wishes to transfer to another tertiary-level institution should be able to apply for exemption from relevant modules on the basis of the modules that have been passed at Milpark Education.

## **PRICING**

All module fees include one round of formative and summative assessments (supplementary examinations excluded). Module fees do not include the cost of prescribed textbooks, which will be for your own account. The prescribed book list will be available on *myMilpark* on registration.

## **DISCLAIMER**

The content of this brochure is accurate at the time of going to print. Milpark Education reserves the right to change the programme content due to changes in legislation, market requirements and other reasons. Notice of such changes will be published on our website.