



# CIPD Level 5 Diploma in HR Management

## CIPD Level 5 Diploma in HRM

Expedient but holistic, this programme builds on the foundations of your operational HR knowledge and understanding, introducing you to some of the theories behind the practice. It will help you to develop practical, relevant skills facing today's HR Managers and, above all, give you the confidence to be more effective at work.

This is ideal for those currently employed in HR management and advisory level roles and those who have already achieved a qualification at Foundation level and want to gain further recognition with a higher level CIPD qualification.

The Diploma Qualification is delivered in 3 modules each of 1 week. There is a period of around 8 weeks between each module. This allows the student to return to their workplace, review their learning, and complete the required workbooks and assignments. Oakwood also maintains regular contact with the sponsoring client to advise on the progress of each student.

**Study Level 5 Diploma and be...  
Associate Member at the CIPD**

In Kuwait by

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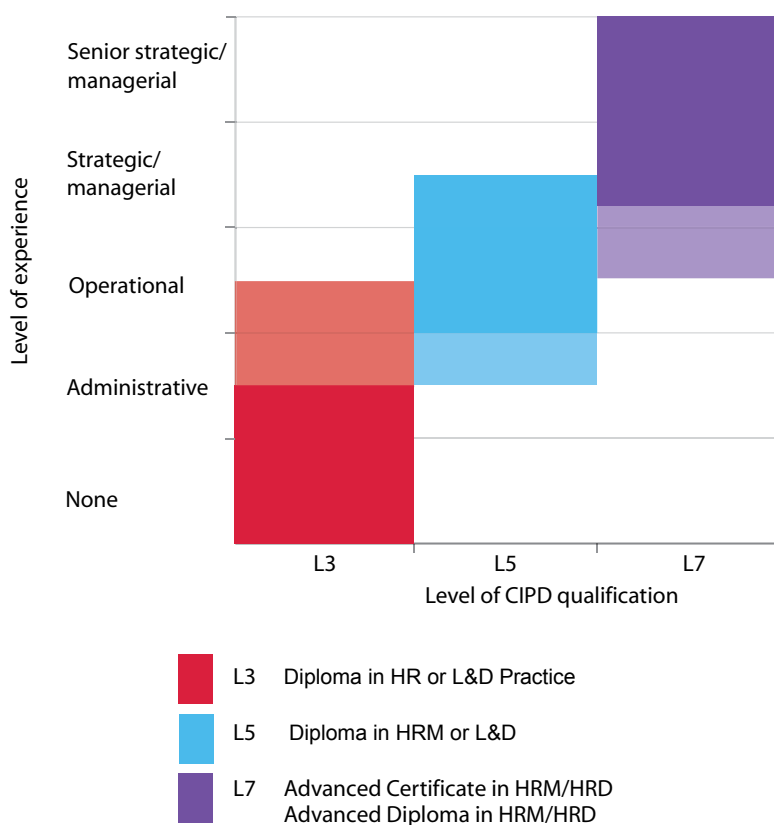




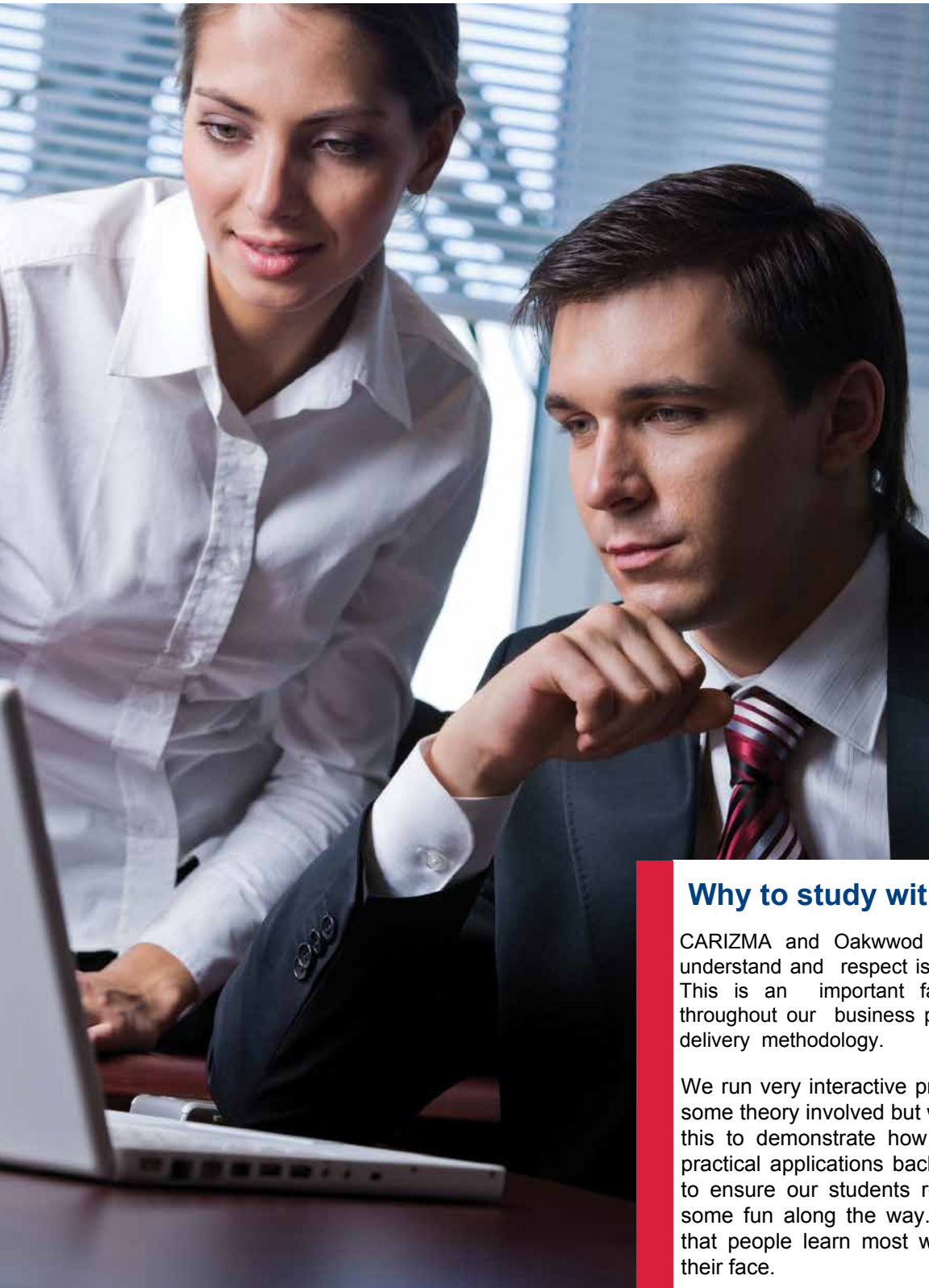
### Intermediate Level would suit you best if you are:

- a professional who has only recently moved into an operational HR role, and you feel that you have the capacity to forge ahead into some of the theory and principles underpinning HR strategy.
- already working up from an operational position towards a more strategic role and you prefer a very thorough approach to learning.

There is some degree of flexibility of programme choice. Take a look at the chart to the right and have a think about how you feel about fitting study around your work commitments and just how much of it you'd feel comfortable handling.







## Why to study with us...

CARIZMA and Oakwvood continues to work hard to understand and respect issues relating to local culture. This is an important factor which is incorporated throughout our business philosophy all the way to our delivery methodology.

We run very interactive programmes. Clearly there is some theory involved but we ensure that we then use this to demonstrate how this is implemented with practical applications back in the workplace. We try to ensure our students remain engaged and have some fun along the way. We believe very strongly that people learn most when they have a smile on their face.

## Overall programme objectives

It's our aim to help you develop the knowledge, skills and behaviour of the professional HR Manager. You'll look at the contribution of HR within the context of business and work through your own personal development plan. The goal is to develop you into a confident, burgeoning HR strategist.

## Programme structure

We've split your study into 9 units. Each unit will be studied in relation to the theme it covers, rather than chronologically as with traditional programmes.

We've done this so you'll be able to apply your learning direct to your workplace.

The blend of units we've chosen have been specifically designed to introduce you to the hottest topics for HR Managers. We want to ensure that your learning is relevant and applicable to your working environment. The duration of our Intermediate programme is 15 weeks.



## Level 5 Diploma in HR Management

The Intermediate Diploma programme is split into **3 modules**.

The first 6 units constitute **Level 5 Certificate**, while the whole 9 units constitute the **Level 5 Diploma**.

The following is the structure of program, marked as core and specialist units:

### MODULE 1

#### Managing and Co-ordinating the HR function

This unit will explain the purpose and key objectives of the HR function in contemporary organisations, showing how those objectives are delivered and evaluated.

#### Business Issues and the Context of HR

Studying key contemporary issues facing the HR function within private, public and third sector organisations, you'll come to understand how HR functions manage them and the impact they may have. You'll also explore how strategies are developed and put into practice.

#### Developing Professional Practice

This unit is designed to enable you to develop a sound understanding of the knowledge, skills and behaviours required by HR professionals, generalists and specialists, as described in the CIPD HR Profession Map.

### MODULE 2

#### Resourcing and Talent Planning

This unit provides an overview of the way different organizations are managing these activities and which are the most effective in the context of diverse and distributed locations.

#### Employee Engagement

You'll learn how we define employee engagement and how it can be differentiated from other concepts. We'll look at its components, referring to the application of relevant policies, strategies and practices. Plus, you'll understand how it contributes to positive corporate outcomes and evaluate findings of recent studies.

### Using Information in Human Resources

We'll look at how to identify and scrutinise HR data sources, conduct small scale research and analysis, and evaluate possible options for change.

### MODULE 3

#### Organizational Development

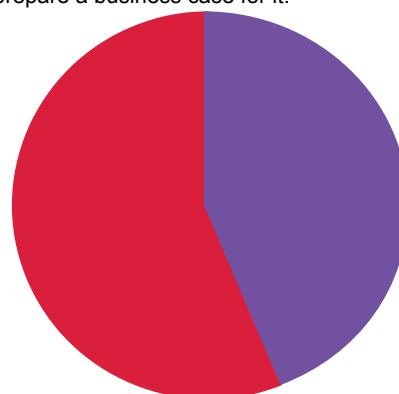
This unit provides a sound foundation of underpinning organizational development theory and knowledge, and how effective organizational development interventions can increase business performance and productivity.

#### Organizational Design

This unit explores, through a review of theories and models, the elements that contribute to organisation design and the development of organisation insight crucial to building agile and adaptable organisations, with healthy cultures that are essential to meet current and future challenges.

#### Improving Organisational Performance

This unit looks at how High Performance Working (HPW) contributes to sustainable organisational performance and the performance management process, as well as how you can prepare a business case for it.



Core 46%

Specialist 54%