

ABE Human Resource Management Programme Transition Arrangements

ABE has launched a full programme in Human Resource Management (HRM) following on from the success of the Practitioners programme in HRM (final examinations June 2007). Examinations for all levels – Certificate, Diploma and Advanced Diploma will be held for the first time in December 2007.

The HRM Diploma examinations held in June 2007 helped bridge the transition between the Practitioners programme and the full HRM programme. All students will now automatically be transferred onto the new full HRM programme, from whichever HRM route you have taken previously. All previous passes remain valid and can be used to complete the full HRM Diploma.

This document will help explain the transition arrangements for colleges and students, so that it is clear which examinations need to be prepared for in December.

Where previously the “common” units from the Business Administration (BA) programme were shared with the HRM programmes, these units will be common with the newly revised and updated Business Management programme (BM) and so students and colleges should familiarise themselves these new revised BM syllabuses.

Transition from the Practitioners Diploma - FAQs

I have completed and passed the eight subjects in the Practitioners Certificate and Diploma. Can I move onto Diploma Part 2 in the HRM programme?

Yes. Students who have completed and passed all the eight subjects in the Practitioners programme can move straight onto Diploma Part 2 of the HRM programme. They must, however, also pass Economic Principles and their Application to Business (now a Diploma part 1 subject) in order to complete the HRM Diploma. Their pass in Business Communication and Presentation will count as a pass instead of HRM in Action **until December 2008**. Thereafter, HRM in Action will have to be taken.

I have completed the Certificate subjects in the Practitioners programme. Can I move on to the Diploma in the HRM programme?

Yes. Students who have passed all four subjects in the Certificate of the Practitioners programme can move directly on to the Diploma of the full HRM programme. The Certificate subjects remain the same at HRM Certificate level as they were in the Practitioners programme Certificate level.

I have partly completed the Practitioners Diploma, including a pass in Human Asset Management (HAM). What subjects do I need to take to complete the Diploma in HRM?

Students who have a pass in HAM will be automatically granted an exemption from Human Resource Management in HRM Diploma Part 1. They should sit for all the subjects in the new HRM programme (including Economic Principles and their Application to Business if they have not passed Economics already), but remember that if you have a pass in Business Communication and Presentation, you will not be required to sit for HRM in Action in Diploma 2.

I passed the Diploma Part 1 subjects in June 2007 for the HRM programme. What subjects do I need to pass to complete the Diploma?

Students will not have to pass HRM in Action as their pass in Business Communication and Presentation will count instead. They will, however, have to pass Economic Principles and their Application to Business as this subject has moved from Diploma Part 2 to Diploma Part 1 to make way for HRM in Action.

Summary

- A student with a pass in Business Communication and Presentation can use this pass instead of HRM in Action to complete the HRM Diploma (**until December 2008**)
- A student with a pass in Human Asset Management will automatically be exempted from Human Resource Management
- All students have to pass Economic Principles and their Application to Business (or have passed Economics) in order to complete the Diploma in HRM.

Structure of the HRM programme – first full examinations in December 2007

Certificate

Personnel Administration
Managing People
Introduction to Business
Introduction to Business Communication

Diploma part 1

Organisational Behaviour
Economic Principles and their Application to Business
Human Resource Management
Human Resource Development

Diploma part 2

Employment Relations
People Planning and Resourcing
Personnel Information Systems
HRM in Action (Bus. Comm. and Pres. accepted as an alternative **until December 2008**)

Plus **either** Principles of Business Law **or** Quantitative Methods for Business and Management

Advanced Diploma

Corporate Strategy and Planning
Managing in Organisations
Strategic HRM for Business Organisation
Performance Management and Reward
Managing Organisational Change and Development

Syllabuses, specimen question paper, mark schemes and answers and Lecture Guides will be available on the ABE website for all units – visit www.abeuk.com for more information