

Bachelor of Commerce in Human Resource Management

The Independent Institute of Education (The IIE)

The IIE Bachelor of Commerce in Human Resource Management provides candidates with a thorough theoretical grounding and knowledge base in the key principles of human resource management. In addition, the programme is a versatile qualification aimed at developing competencies in hiring, training, development and general people skills. Furthermore, students are expected to demonstrate the strategic link between human resource management and other organisational functional areas as well as the corporate strategy. In a context of intense competition and fast- changing business conditions, placing employees into the right jobs; ensuring proper and appropriate training, motivation, and development; and monitoring and improving performance, all directly enhance the efficiency and effectiveness of organizations.

What is this Degree's accreditation status?

The IIE Bachelor of Commerce in Human Resource Management (BCom HRM) is accredited by the Council on Higher Education (CHE) and is registered by the South African Qualifications Authority (SAQA) on the National Qualifications Framework (NQF) as a 360-credit qualification on level 7 (SAQA ID: 105107).

Who is the Bachelor's degree aimed at?

This IIE Bachelor of Commerce in Human Resource Management (BCom HRM) degree is aimed at students with a keen interest in human resource management, intending to occupy or occupying, junior or middle positions and aspiring towards senior management positions in private, public and non-profit organisations. Such learners would have had no or limited previous exposure to the theoretical underpinnings of human resource management

What entry requirements will I need to study this Bachelor's degree?

To be registered you must have satisfied the admission requirements as set out below:

Criteria	English	Maths/ HG	Math Lit/SG	Notes
NSC: Bachelor pass with	50%	50%	70%	
NC (V):Bachelor pass with	50%	50%	70%	
SC: Endorsement with	50%	50%	70%	
SC(a): Bachelor pass with	50%	50%	70%	

International	An USAf Exemption Certificate is required meeting the relevant Maths and English requirements or requisite English test e.g. TOEFL, IELTS	
A cognate Higher Certificate OR cognate 240 credit Diploma OR an Advanced Certificate OR 360 credit Diploma Or an appropriate IIE MSA Foundation Programme may satisfy the minimum admission requirements to degree studies.	If discipline not cognate at least 20% of credits must be academic literacy or numeracy related.	

Students who do not meet the admission requirements may be eligible for admission via alternate routes such as RPL. Please enquire at the campus for assistance.

Please note, requirements for entry to this qualification are correct at the time of printing, however, these may change.

How is this Bachelor's degree structured at The IIE MSA?

The IIE Bachelor of Commerce in Human Resource Management degree is a three-year degree. The academic year runs from February to November. The modules are delivered on a full-time basis with lectures and tutorials being scheduled during the day from Monday to Friday.

Please note that in line with academic practice, The IIE's curriculum is reviewed annually thus changes may occur in module structure and sequence in order to ensure that the qualification remains relevant. The exit level outcomes of the programme do not change. Registered students receive an updated programme curriculum on an annual basis.

Bachelor of Commerce in Human Resource Management Degree Structure

******Students will have a choice to focus on Talent Management or Employment Relations in the third year of study.***

First Year	NQF Level	Credits
Business Information Systems	5	15
Accounting 1A	5	15
Introduction to Marketing Theory and Practice	5	15
Introduction to Micro & Macro Economics	5	15
Business Management 1	5	15
Principles of Psychology for Human Resource Managers	5	15
Human Resource Management	5	15
Applied communication techniques	5	15
Second Year	NQF Level	Credits
Labour Law	6	15
Quantitative Techniques	6	15
Industrial Relations	6	15

Organisational Psychology	6	15
Human Resource Management 2A: Education Training and Development in Organisations	6	15
Human Resource Management 2B: Fundamentals of Human Resource Planning	6	15
Human Resource Management 2C: Compensation and Reward Systems	6	15
Human Resource Management 2D: Fundamentals of Leadership and Teamwork	6	15
Third Year	NQF Level	Credits
Managing Change and Innovation	7	15
Strategic Human Resource Management 3: Implementation and Metrics	7	15
Introduction to research	7	15
Elective Modules Level 7 Specific to:		
Structured - Core Discipline Talent Management		
Human Resource Management 3A: Talent Attraction, Management, Retention	7	15
Human Resource Management 3B: Selection and Assessment of personnel in Human Resource Management	7	15
Human Resource Management 3C: Workplace Wellness	7	15
Human Resource Management 3D: Advanced Education, Training and Development in Organisations	7	15
Elective Modules Level 7 Specific to:		
Structured - Core Discipline Employment Relations		
Human Resource Management 3A: Contemporary issues in Employment Relations	7	15
Human Resource Management 3B: Labour Economics	7	15
Human Resource Management 3C: Labour Dispute Resolution Techniques	7	15
Human Resource Management 3D: Comparative Employment Relations	7	15
Research Practice	7	15

What about timetables?

The IIE full-time programmes are aimed at students wishing to dedicate themselves to full-time face-to-face studies for the duration of their qualification. This means that students are expected to be available throughout the day for class in the academic year depending on how the timetable is structured. Students may also be required to write assessments or submit coursework or assignments outside of normal class-time.

Students must understand that timetables remain subject to change throughout the year. Unfortunately, we cannot guarantee that timetable structures will remain the same during each

year of your studies with us. In addition, where students are repeating modules, these modules may be offered in the evenings or on weekends. Students are required to attend classes in order to remain up to date with the academic programme. Students who would like to pursue part-time employment opportunities outside of the academic programme must prioritise their studies and avoid committing to work schedules until after they have received their timetables and academic calendar from the institution.

What must I pass in order to graduate with this Bachelor's degree?

In order to be awarded this qualification, you must have achieved a minimum final year mark of fifty percent (50%) for each module of the programme; and have met all the Work Integrated Learning requirements, where applicable.

How long do I have to complete this qualification?

Students have a maximum of 6 years to complete this qualification.

With what qualification will I graduate?

You will graduate with The IIE Bachelor of Commerce in Human Resource Management degree (SAQA ID: 105107).

Career opportunities: what career areas can I pursue once I have completed this Bachelor's degree?

This degree will open up an attractive range of career options; this degree is a perfect steppingstone to a diverse and exciting range of career opportunities.

- Human Resource/Talent Management Officer
- Human Resource/Talent Management Administrator
- Human Resource/Talent Management Manager
- Human Resource/Talent Management Business Partner
- Trainer
- Recruitment Consultant
- Trade Union Research Officer
- Wellness Specialist
- Career Adviser
- Industrial /Employment Relations Specialist
- Industrial /Employment Relations Advisor
- Career Coach
- Life Coach

Would it be possible to study further and obtain a postgraduate qualification once I have completed The IIE Bachelor of Commerce in Human Resource Management degree?

The IIE Bachelor of Commerce in Human Resource Management degree is accredited by the Council on Higher Education (CHE) and is registered by the South African Qualifications Authority (SAQA) on the National Qualifications Framework (NQF) at level 7 - the same level as other equivalent undergraduate degrees at both private and public South African institutes of higher education. The opportunity to apply for a postgraduate certificate/diploma or Honours degree at any South African university or higher education institution exists subject to meeting their specific programme entrance criteria.

It is important to remember that your academic results remain a key factor when applying for further studies.

**Call the IIE MSA campus to discuss your career options with one of our Student Advisors.
Tel: +27 11 950 4009 or email enquiries@iiemsas.co.za**

Disclaimer: Please note that this fact sheet is accurate at the time of publication. The Independent Institute of Education (The IIE) reserves the right to alter any of the content prior to commencement of registration due to changes in regulation, policy, market requirements or any other valid reason.



British Accreditation Council

The IIE is not only accredited in South Africa but its dedication to providing quality education also led to it being accredited by the British Accreditation Council (BAC) in 2014. The British Accreditation Council is an independent authority in the United Kingdom that accredits private providers globally, including Greece, Switzerland, Singapore, India, Mauritius and the United Arab Emirates. In 2017 The IIE had its accreditation status confirmed by the BAC as an Independent Higher Education Institution confirming our confidence in the international comparability of our standards.

“South African students need to know, when they select a private higher education institution, that the standards offered are equivalent to those of a public University. Our students get this from our extensive local accreditation and registration. The students also benefit from knowing that we meet international standards too. The IIE is accredited as an Independent Higher Education Institution by the British Accreditation Council. Locally and internationally we have demonstrated the quality of what we offer,” said Dr Coughlan, Director, The Independent Institute of Education.

IIE MSA students can be confident that their IIE learning experience meets international best practice standards.