

Programme

Qualification awarded

Associate degree in Human Resource Management

Length of the programme

150 months

ECTS credits

120

Level of qualification

Associate degree

Mode

Part-time

Language

Dutch, with parts in English

School

School of Business Management

Locations

Groningen

Human Resource Management

Profile of the programme

People are an organisation's most important capital. HR professionals have the knowledge required to ensure that the right person is in the right place. Beyond that, they also focus on improving the working environment, sick leave policy, working conditions, career development, assessment and remuneration. HR professionals ensure that their organisation gains competitive advantages from its human resources.

In the Associate Degree (Ad) programme, students acquire knowledge and skills in the areas of HRM, business management and organisation science. The Ad programme lasts two years and comprises four modules. In the first modules, students lay the foundation for all the knowledge and competences they will need in day-to-day practice. Through practical assignments, students gain greater insights into the dynamic professional field. After successfully completing the basic modules, students will take the graduation module in which they develop their skills in the areas of Recruitment, Selection and Personnel Planning.

The graduate of the Associate degree programme in Human Resource Management has a broad overview of the field of personnel management and labour market issues and has obtained knowledge and skills in general management, business administration and communication at recall level.

Learning outcomes

Graduates of the Associate degree programme in Human Resource Management can demonstrate that they have achieved the following learning outcomes, the programme qualifications:

1. Graduates of the programme are able to describe the policy and structure of HR work activities using underlying standard models, concepts and relevant legislation. They can substantiate the choices made, based in part on the organisational objectives and relation to other HR activities.
2. Graduates utilise a limited number of sources, models or concepts, or an existing measurement tool, to methodically and systematically collect (secondary) data and make connections.
3. Analysis of HR execution: graduates carry out a systematic and critical analysis of the execution of HR work activities in practice compared to the relevant policy. In the analysis, graduates describe the features, connections and effects of this practical execution in the short and long term; they problematise this practical execution. They use a standard model or standard concepts to perform the analysis. They arrive at a conclusion and make suggestions for improvement.
4. Problem-solving: graduates critically discuss their suggestions for improving the practical execution. They specify consequences and potential obstacles with regard to the organisation's features and developments, policy, related work activities, involved parties and (their own) HR role.
5. Written communication: graduates communicate with involved parties about facts, opinions and ideas for HR solutions in writing in a clear, structured and verifiable manner.
6. Oral communication: graduates communicate with involved parties about facts, opinions and ideas for HR solutions and provide adequate answers to questions on these matters orally in a targeted and appropriate manner.
7. Graduates recognise professional ethical dilemmas and develop their own viewpoint and approach based on ethical decision models.
8. Graduates are aware of the impact of their own behaviour and systematically reflect on this. They translate this reflection into areas for development.

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Programme

Human Resource Management	credits
Basic Module 1	30
□ Basic Module 1A	20
▫ HDDA1INT - Selection interview career counseling	5
▫ HDDA1HRM1 - HRM Practices 1	5
▫ HDDA1HRM2 - HRM Practices 2	5
▫ HDDA1AAA - Labour market, industrial relations and employment services	5
□ Basic Module 1B	10
▫ HDDA1AOP - Psychology of Labour and organisation	5
▫ HDDA1EIB - Ethics in Business	5
Basic Module 2	30
□ Basic Module 2A	20
▫ HDDA8BVO - Describing Organisations / HR Accounting	5
▫ HDDA1ONZ - Research Methodology	5

▫ HDDA8ARR - Labour Law	5
▫ HDDA8FUO - Functioning of Organisations	5
▫ Basic Module 2B	10
▫ HDDA1DSH - Thinking and writing about Human Resource Management	5
▫ HDDA1IZB - Assignment Sustainable employability	5
Graduation module	30
▫ HDDH4SEL - Selection interviews	3
▫ HDDH4IPM - Integral personnel management	5
▫ HDDH4BAB - Introduction Employment Services	4
▫ HDDH9HRP - HR planning	5
▫ HDDA8LOP2 - Career development for professionals 2	1
▫ HDDA3ASO - Graduation project	12
Learning on the job	30
▫ HDDA1WPL - Learning on the job	30

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