Hanze

Programme

Qualification awarded
Associate degree in Human Resource Management

Length of the programme
120 months

ECTS credits
120

Level of qualification
Associate degree

Mode
Part-time

Language
Dutch, with parts in English

School
Business & Law

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. Collaboration
As a starting HR professional you are able to work together in a team, to lead an operational team and to deliver a joint result.

2. Communication
As a starting HR professional you are able to communicate purposefully about your role, tasks and outcomes within the team and to other direct stakeholders involved.

3. Problem-solving ability
As a starting HR professional you are able to analyse practical issues and suggest solutions. You also implement appropriate solutions for the team or the organisation.

4. Learning ability
As a starting HR professional you are able to adapt continuously to changing roles in the environment by sharing learning questions.

5. Methodical action
As a starting HR professional you are able to select theories and methods from the field of HR and to apply those to current professional HR issues.

Programme

Human Resource Management	**credits**
Semester 1.: Working sustainable	30
▫ HDDA4ROB - Recruitment & onboarding	*5*
▫ HDDA26FVH1 - Fundaments of HRM 1	*5*
▫ HDDA4WAW - Sustainable employability	*5*
▫ HDDA4FVH2 - Fundaments of HRM 2	*5*
▫ HDDA4PPO1 - Personal and professional development 1	*10*
Semester 1.2: Future of work	30
▫ HDDA26KTP - Elective theme Future of work	*10*
▫ HDDA26ARR1 - Labour Law 1	*5*
▫ HDDA26FVH3 - Fundaments of HRM 3	*5*
▫ HDDA4DGH - Data-driven HRM	*5*
▫ HDDA4PPO2 - Personal and professional development 2	*5*
Semester 2.1: Recruitment, engagement & careercoaching	30
▫ HDDA25LBC - Career Counselling	*5*
▫ HDDA25WRA - Law and regulations Labour market	*5*
▫ HDDA25RCA - Recruitment consultancy	*5*
▫ HDDA25ROB2 - Employee journey	*10*

- HDDA25PPO3 - Personal and professional development 3 *5*

Semester 2.2: Getting started in practice 30

- HDDA25ASO - Graduation project: HR in action *30*

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