

CIPD Certificate in Human Resources Management

CIPD - The Chartered Institute of Personnel and Development is an internationally recognised professional body for HR and people development. Through their expertise, research and more than 100 years of experience they act as a real leader and knowledge hub for building the ability to lead people in the business.

CIPD Certificate in Human Resources Management (CHRM) is suitable for those who are already working in a managerial position in HR, leading a team of people or individual projects.



CHRM with The Academy

- 1 year study programme certified by CIPD and delivered by PwC's Academy.
- 10 classroom training days in the English language, introductory webinar, access to the virtual learning environment (VLE) and project work.
- Assessments in the form of an essay/case study/report of 3000 words submitted through VLE to an independent assessors for marking after each module.
- Self-directed learning (recommended list of reading - books, articles and researches; time investment of approximately the same number of hours as for the classroom training).
- CIPD Certificate at the end of the programme.

Module I (3 days)

Developing Professional Practice

- Understand what is required to be an effective and efficient HR professional.
- Be able to perform efficiently and effectively as a self-managing HR professional.
- Be able to perform efficiently and effectively as a collaborative member of working groups and teams and as an added-value contributor to the organisation.

Business Issues and the Context of HR

- Understand key contemporary business issues affecting the HR function within private, public and third sector organisations.
- Understand the main external contextual factors impacting on organisations and the HR function.
- Understand how organisational and HR strategies and practices are shaped and developed.
- Know how to identify and respond to short-term changes in the business and external contexts.

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Module II (1 day)

Using Information in HR

- Know how to identify and scrutinise appropriate HR data sources.
- Be able to conduct small-scale research and analyse the findings.
- Be able to draw meaningful conclusions and evaluate options for change.
- Know how to deliver clear, business-focused reports on an HR issue.

Module III (2 days)

Reward Management

- Understand the business context of reward and the use of reward intelligence.
- Understand the key perspectives that inform reward decision making.
- Understand key reward principles, policies and practices.
- Understand the role of line managers in promoting a performance culture, in reward decision making and driving sustained organisation performance.

Module IV (2 days)

Resourcing and Talent Planning

- Understand key contemporary labour market trends and their significance for different kinds of organisation and in different country contexts.
- Be able to undertake core talent planning activities.
- Know how to contribute to the development of resourcing strategies.
- Be able to manage recruitment and selection activities effectively and within the expectations of the law and good practice.
- Understand how to maximise employee retention.

Module V (2 days)

Implementing Coaching and Mentoring

- Understand the nature, purpose and benefits of coaching and mentoring in organisations.
- Understand the different ways coaching and mentoring can be implemented in organisations.
- Be able to support the implementation of coaching and/or mentoring programmes within an organisation.

Contact your local Academy for actual dates, prices and available discounts.

