

HUMAN RESOURCES BUSINESS PARTNER PROGRAMME

The changing world of work requires HR practitioners to think and act strategically and partner with line and business functions in ways that add value to the business and increase the bottom line. Effective HR business partners are in high demand in both public and private sectors.

PROGRAMME OVERVIEW

The six modules will take you from a conceptual framework of research to the changing world of work to build and enhance the capacity of the HR people in business partner roles with the aim of driving and improving performance within the organisation. Students will be exposed to the HRBP role, understand their value proposition within their specific HR Operating Model, and drive change in a high performance culture through sound project management principles and methodologies.

You will learn the skills needed to become an HR business partner specialist and understand the role you need to play. This will advance your foundational knowledge and elevate your practical skills.

MODULES

The Business Context: where the game is played

This module deals with understanding and interpreting the business context within which the HRBP operates.

HR Governance: how the game is played

This module explores the HR operating model (centralised vs. decentralised) as well as designing and developing an HR governance structure. Elements of the HR value chain are explored in more detail.

The Role of the HRBP: the players

In this module the work of Dave Ulrich is used to define the role and responsibilities of the HRBP clearly as well as the relationship to line managers. The following components are explored: HR as strategic positioner, credible activist, capability builder, change champion, innovator and integrator.

HRBP and Change

This module explores how the HR Business Partner can drive the implementation of change initiatives.

High Performance: improving the level of the game

This module focusses on creating an understanding and driving a culture around high performance through the generation of improvement initiatives.

Project management for the HR professional

This module deals with the execution of human capital related projects within the scientific framework of project management. The module therefore includes project management features such as a project charter, implementation, risk and the tracking of implementation.

ENTRY REQUIREMENTS

This programme is suitable for degreed HR practitioners in senior administrative, generalist, consultant and middle management roles. Applicants must have at least two to three years' experience in the field of Human Resources management. A formal qualification in the field of Human Resources is not compulsory, however, would be beneficial.

DURATION

A minimum of six months with twelve days contact time.

WHO CAN BE CONTACTED?

Agnes Maloka

Tel: 011 559 1346

Email: agnesma@uj.ac.za

The Future
Reimagined



FREQUENTLY ASKED QUESTIONS (FAQ'S)

We have compiled a list of questions most commonly asked by students interested in registering for the HRBP short learning programme, and published them with the answers here. We hope this will help you in answering some of the questions you might have.

How does the selection onto the HRBP programme work?

Refer to the entry requirements on the HRBP factsheet. Please remember it is important that you hold a degree (not necessarily in HR) and that you have a minimum of 2 to 3 years working experience in HR.

Is the programme linked to an NQF level or credits?

Unfortunately not. The programme is registered as a short learning programme with the UJ and as such does not lead to qualifications or part-qualifications on the NQF. Therefore no NQF levels or credits are assigned and allocated. The programme content is pitched at degree level.

What is the purpose of the programme?

The HRBP programme is aimed at enhancing the *capacity* of HR people in business partnering roles. It is also focused towards advancing your knowledge and building your practical skills to improve your performance within your organisation.

Is attendance of the contact sessions compulsory?

Yes, as attendance is awarded in line with continuous professional development (CPD) points with the South African Board for People Practices (SABPP). You will be required to attend a two day contact session per module as well as one day for the final exam project/presentation.

Do I need to complete assessments?

Yes, assessments form an integral part of the learning process and include both formative and summative assessment activities. You will be required to complete self-assessments before and after each module as well as pass a final summative assessment at the end. The final assessment will take on the form of a project or presentation, assessing the outcomes across all 6 modules in an integrated manner.

What do I get at the end of the programme?

If you have successfully completed the programme you will receive a certificate from the University of Johannesburg as well as certification and 60 CPD points from the SABPP (this applies if you are a professionally registered). Due to the programme being six months in duration no graduation ceremony will be scheduled in order to receive certification.

