



# JBS

JOHANNESBURG  
BUSINESS SCHOOL

## THE DEPARTMENT OF INDUSTRIAL PSYCHOLOGY AND PEOPLE MANAGEMENT THE 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.

For more information, contact Agnes Maloka on 011 559 1346 or [agnesma@uj.ac.za](mailto:agnesma@uj.ac.za).

60 CPD points will be awarded to participants after successful completion of the programme from the South African Board for People Practices (SABPP)