

OTHM Higher Diploma

Strategic Human Resource Management

The OTHM Higher Diploma Paper in Strategic Human Resource Management is one of three papers of Part II of the OTHM Higher Diploma. This course assumes knowledge gained in the Diploma level OTHM course Human Resources Management.

Aims and Objectives

The module aims to provide participants with:

- An understanding of the contribution, interrelationships and importance of strategic HRM as a primary means of achieving corporate business objectives within the travel, tourism and hospitality sectors
- The ability to focus on wider business issues in a HRM context
- The tools to identify develop and implement appropriate HR strategies, which will lead to effective people management in a 24/7 working environment
- Knowledge of key strategy concepts in the management of human resources
- An awareness of the contribution of both HRM and HRD to organisational success and its role as an integrating force across organisational activities

Learning Outcomes:

At the end of the module students will be able to:

- Access and use models of corporate strategy in HRM planning
- Explain the processes of the strategic approach to HRM
- Describe the frameworks of business integration
- Advise on the future roles of HR practitioners
- Implement strategies to improve employee commitment and job satisfaction.
- Plan strategies for performance management systems
- Identify and implement appropriate reward strategies throughout an organisation
- Understand the principles and value of HRM planning in appropriate employee utilisation
- Undertake all aspects of the recruitment cycle
- Negotiate and consult in a wide variety of employee relations situations
- Develop ethical organisational policies for managing diversity

- Understand and use different models of organisational cultures and their effect on HRM strategy
- Participate in building effective models of organisational learning
- Contribute to managing change in an organisation