

# Bachelor of Arts in Human Resource Management with Organisational Psychology (Top-Up)

## About Edinburgh Napier University

Edinburgh Napier University is one of the largest higher education institutions in Scotland with over 18,000 students from 109 countries. Edinburgh Napier University offers industry-informed courses which combine the optimum balance of theory and practice, to equip graduates for success in today's competitive global job market.

The high percentage of graduates employed or pursuing further studies is testament to their relevant degrees, which are developed with businesses and employers in mind and are often professionally accredited. An Edinburgh Napier University degree gives you the perfect mix of personal and professional skills for a successful career in today's global market.

Students will benefit from international lecturers and a UK degree while studying in Singapore. You will also leave with the knowledge, skills and confidence to make a real impact in the workplace.

## University's Accolades

- 92% Research Internationally Recognised ([Research Excellence Framework 2014](#))
- Top 180 University for International Outlook ([Times Higher Education World University Rankings 2018](#))
- Rated 5 Stars for Teaching, Employability and Internationalisation ([QS Stars 2018](#))

## Programme Objective

In collaboration with Edinburgh Napier University, SHRI Academy offers a 1-year part-time top-up degree leading to the award of Bachelor of Arts in Human Resource Management with Organisational Psychology from Edinburgh Napier University.

The programme provide students with the knowledge and skills of Human Resource Management, drawing on theoretical, practical and business focused perspectives. This will be combined with the study of key areas of psychology to enable students to more fully understand the social and psychological processes operating in organisations and to develop ways of improving them through the application of specialist Human Resource Management processes. This programme provides the graduates with enhanced credibility and impact in the workplace.

Individuals graduating with a degree comprised of Human Resource Management with Organisational Psychology will have an enhanced expertise in the key area of organisation behaviour and management of individuals at work and be well placed to make an effective and valuable contribution to an organisation.

The programme also aims to:

- Develop learners' employability and transferable skills in independent thinking and reflective learning which will enable you to develop an existing career and contribute effectively in a business situation.
- Develop learners' interpersonal and communication skills commensurate with demands of highly complex organisational structures.
- Develop learners' understanding, judgement, intellectual and imaginative powers.
- Develop learners' problem-solving and critical analysis abilities.
- Develop learners' ability to synthesise areas of study and to perceive their application in a broader perspective.

## Who should attend:

HR or any Professional and support staff with an acceptable Diploma and working experience who aspire to specialise in Organisational Psychology within the Human Resource Management function and attain an educational level of a Bachelor degree as part of their career exploration.

## Programme Structure and Content

This is a 12-months part-time top-up to Year 3 degree programme, which comprises 6 modules:

Modules	Modules Outline
Strategic Management in a Global Context	<ul style="list-style-type: none"><li>• Understand the concepts and analytical frameworks for the organization to conduct a strategic analysis, to assess its strategic choices and to implement its chosen strategy effectively</li></ul>
Human Resource Development	<ul style="list-style-type: none"><li>• Design, deliver and evaluate the success of a training / learning activity, and examine learning activities such as e-learning and management development</li><li>• Examine the concepts of the Learning Organisation and Knowledge Management</li><li>• Evaluate the role of HRD in relation to business development and success</li></ul>
Organizational Change Management	<ul style="list-style-type: none"><li>• Understand the nature of organizational change</li><li>• Analyse frameworks for organizational change</li><li>• Appraise the effect of culture on change processes</li><li>• Evaluate tools and techniques used in the management of change</li></ul>
Managing the Employment Relationship	<ul style="list-style-type: none"><li>• Identify issues and practices associated with the management of HRM and employment relationship</li><li>• Examine developments in the delivery and transformation of HRM in organizations and develop a critical awareness of issues involved with, and differences between forms of employee involvement and participation</li><li>• Analyse the management of morale, discipline, grievance, collective bargaining and consultation</li></ul>
Work Psychology	<ul style="list-style-type: none"><li>• Focuses on individuals and groups in relation to their work.</li><li>• It looks at the contribution psychology can make to achieving 'best fit' between people and their jobs, thereby to enhance productivity, satisfaction, safety and well-being at work.</li><li>• Four main areas are explored in depth: selection and assessment at work; human factors and work design; causes, consequences and strategies for dealing with occupational stress; and work motivation: theories, applications and implications for people and work, including aspects of team working.</li></ul>
Individual Differences 2	<ul style="list-style-type: none"><li>• Concerned with how and why people are psychologically different from each other, in contrast to most other areas of psychology, which tend to concentrate on similarities between people.</li><li>• Focuses on two of the most interesting areas of individual differences: personality and intelligence. It covers historical and conceptual issue in both personality and intelligence, before moving on to look at recent developments and current debates in both areas.</li><li>• Other types of individual differences which have links with personality and intelligence (such as creativity, leadership, mood and motivation) are also considered.</li></ul>

Each module is a 15 lecture hours and 15 tutorial hours. Lectures are conducted by Edinburgh Napier University on-campus lecturers; Tutorials are conducted by local tutors who are experienced industry practitioners.

## Assessment Methods / Certification

Students will be assessed based on written examinations and assignments. An examination for each module will be held at the end of each trimester.

## Graduation and Degree

Students who successfully complete and pass the modules stipulated in the course structures will be awarded the **Bachelor of Arts in Human Resource Management with Organisational Psychology** from **Edinburgh Napier University**.

## Advancement

Upon successful completion, participants may pursue the Postgraduate Diploma in various specialisations offered by SHRI Academy, and further progress to a 6-months top-up MSc in HR offered by Edinburgh Napier University.

## Admission Requirements

	Fresh Graduate	Mature Adults
1. Minimum Academic Qualification:	Diploma in Business & Human Resource Management awarded by SHRI Academy/ Diploma in HR Leadership with Business Partnering / Diploma in Organisational Psychology awarded by SHRI Academy OR HRM, Psychology and Business graduates from local polytechnics OR Relevant Diploma from other PEIs*	Relevant Diploma from other PEIs
2. Minimum Working Experience:	NIL	8 Years
3. Minimum Age:	19 Years	30 Years
4. Minimum Language:	GCE 'O' Level credit pass in English; or IELTS 6.0 or TOEFL 80 & above or its equivalent.	GCE 'O' Level credit pass in English; or IELTS 6.0 or TOEFL 80 & above or Level 6 in ESS (Employability Skills System); or Workplace Literacy (WPL - Listening, Speaking, Reading and Writing) Level 6, or its equivalent.

The final decision concerning admission to the programme rests with Edinburgh Napier University

\*Student must have started PEI Diploma classes by 31 May 2017 or student must have completed PEI Diploma before 31 May 2017 with 10 years of formal education, i.e. O Level before taking PEI Diploma)

## Programme Fees:

**Application Fee – S\$107.00 inclusive of GST** (non-refundable and non-transferable, payable upon application)

### Total Course Fees Payable

Fee Breakdown	Amount (S\$)
Course Fee	14,731.87
Membership Entrance Fee	120.00
Membership Subscription Fee – 1 Year	50.00
<b>Total Course Fees</b>	<b>14,901.87</b>
Add 7% GST	1,043.13
<b>Total Course Fees Payable</b>	<b>15,945.00</b>

Instalment Payment	Amount with GST
1st Instalment	S\$5,315.00
2nd Instalment	S\$5,315.00
3rd Instalment	S\$5,315.00

#### \*Note:

Application fee is non-refundable and non-transferable.

All fees to be payable in full before course commencement.

*All fees to be payable in full prior to the orientation/course commencement date.*

\* Application Fee refers to the fee that the student pays for the sole purpose of processing the application from submitted so that the PEI can check if the student meets the course admission requirement.

\*\* Course fee is based on S\$2,455.31 per module and is subjected to rectifications by the University.

For more information on [UTAP](#) funding, please contact Ms Elaine Lau: +65 64223789 or [elaine.lau@shri.org.sg](mailto:elaine.lau@shri.org.sg)

## Application Procedures

All applications must be submitted with the following:

- Completed application form\*
- One recent passport-size photograph
- Front & Back photocopies of NRIC/ Passport
- Certified true copies of academic certificates & transcripts\*\*
- Application Fee

\* Application forms are obtainable from SHRI Academy or [click here](#) to download

\*\* Applicants are required to bring along their original documents (for verification purposes) including copies of education qualifications and result transcripts.

### Payment Mode:

- NETs, Credit Card (subject to additional admin charges)
- ATM Transfer
- Cheque, Bank Draft, Money Order, Cashier's Order  
Payable to : SHRI Academy Pte Ltd
- Internet Banking and Telegraphic Transfer directly to:

Account Name : SHRI Academy Pte Ltd  
Bank Name : DBS Bank Ltd  
Account No. : 003-906454-3 (Current Account)  
Branch Name : DBS MBFC Branch  
Bank Code : 7171  
Branch Code : 003  
Swift Code : DBSSSGSG

Students should email and notify SHRI Academy immediately of any payment made by Bank Transfer, ATM Transfer or Telegraphic Transfer.

### Next Intakes

Please indicate your choice of intake for registration purposes.

Intake	Commencement Date	Application Closing Date
13th	1 Feb 2018	19 Jan 2018
14th	7 Jun 2018	25 May 2018
15th	4 Oct 2018	21 Sep 2018

For further information, please contact **Elaine Lau** via phone (65) 6422 3789, or email [elaine.lau@shri.org.sg](mailto:elaine.lau@shri.org.sg)

[Click here](#) to visit Edinburgh Napier University's website.



Cert No. : EDU-2-2107  
Validity : 12/09/2017 - 11/09/2021

SHRI Academy  
CPE Registration No. 200722689Z  
CPE Registration Period: 30-01-2016 to 29-01-2020