



**CIPD**  
Intermediate Qualification  

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In Human Resource Management

# CIPD Intermediate Qualification Overview

The CIPD Intermediate level 5 qualification will give you a broader perspective of the organisational issues facing HR professionals and enable you to further develop your decision-making, analytical and problem solving skills.

## The CIPD Intermediate Qualification in Human Resource Management

This is ideal for those currently employed in HR management and advisory level roles and those who have already achieved a qualification at Foundation level and want to gain further recognition with a higher level CIPD qualification. This programme is equivalent to an Undergraduate level qualification and is suitable for:

- Those working in the field of HR wishing to develop their knowledge and gain recognition for the skills and experience they have already accomplished.
- Those with responsibility for HR activities and decisions within an organisation without a specialist function.
- Those contracted as an employee or an independent consultant within the field of HR.

## The Intermediate Certificate in HR

### Module 1

#### Managing and Coordinating the HR function

This unit introduces you to HR Management activities and the role of the HR function in organisations.

#### Business issues and context of HR

This unit enables you to identify and review the business and external contextual factors affecting organisations and to assess the impact of these factors on the HR function.

#### Developing Professional Practice

This unit is designed to enable you to develop a sound understanding of the knowledge, skills and behaviours required by HR professionals, generalists and specialists, as described in the CIPD HR Profession Map.

### Module 2

#### Resourcing and Talent Planning

This unit provides an overview of the way different organisations are managing these activities and which are the most effective in the context of diverse and distributed locations.

#### Employee Engagement

This unit provides you with a broad understanding of what is meant by employee engagement, including how it can be linked to and yet be distinguished from other related concepts.

#### Using Information in HR

This unit helps you to identify appropriate data sources to support an investigation into an area of HR practice.

## The Intermediate Diploma in HR

### Module 3

#### Organisation Development

This unit provides a good foundation of underpinning organisation development theory and knowledge, including its relationship to organisation design and change management, and how effective organisation development interventions can increase business performance and productivity.

#### Organisation Design

This unit explores, through a review of theories and models, the elements that contribute to organisation design and the development of organisation insight crucial to building agile and adaptable organisations, with healthy cultures that are essential to meet current and future challenges.

#### Improving Organisational Performance

This unit introduces the learner to how organisations can drive sustained organisation performance by creating a high-performance work organisation (HPWO) and involving line managers in the performance management process.

## What is the CIPD?

The Chartered Institute of Personnel and Development (CIPD) is the professional body for all those involved in the management and development of people. Currently there are more than 135,000 individual members, and achieving a qualification from the CIPD is now seen as a fundamental requirement for professionals in the fields of HR/HRP/HRM/HRD. Many organisations now view the CIPD Foundation Programmes as the "International HR Passport".

## THE DELIVERY TIME:

The Diploma Qualification delivered in 3 modules each of 1 week. There is a period of around 8 weeks between each module. This allows the student to return to their workplace, review their learning, and complete the required workbooks and assignments. Oakwood also maintains regular contact with the sponsoring client to advise on the progress of each student. Students will normally complete their Diploma qualification within 12 months (or sooner).

## WHO SHOULD ATTEND?

This CIPD Intermediate qualification offers an individually tailored approach for HR professionals who are seeking a flexible study method that fits around their work commitments. You would normally be in an HR Supervisory or Management role, although this is not essential.

## WHAT QUALIFICATIONS DO I NEED?

No formal educational qualifications are needed but you should currently be working within an HR role. The programme is delivered in English so you should be reasonably fluent in both written and spoken English, and possess a good level of IT skills.

## WHAT ABOUT EXAMINATIONS?

There are no examinations. Each student must successfully complete all the required workbooks and assignments as well as attend all the training days, and maintain ongoing professional development records. Student progress will also be monitored during their training.

## WHAT HELP DO I GET?

You will be given continual guidance and support throughout the whole qualification, via our bespoke 24 hour Online Student Platform, so as to ensure success.

## WHAT ABOUT CIPD MEMBERSHIP?

Whilst studying for the qualification you must be a member of the CIPD. On completion of the qualification you will receive a CIPD Diploma. You will be automatically upgraded to Associate membership by the CIPD and this enables you to use the designation "Assoc CIPD" after your name on business cards etc.

## WHY OAKWOOD?

Oakwood continues to work hard to understand and respect issues relating to local culture. This is an important factor which is incorporated throughout our business philosophy all the way to our delivery methodology. We run very interactive programmes. Clearly there is some theory involved but we ensure that we then use this to demonstrate how this is implemented with practical applications back in the workplace. We try to ensure our students remain engaged and have some fun along the way. We believe very strongly that people learn most when they have a smile on their face.

## SO WHAT ABOUT COSTS AND FEES?

Oakwood has no intention of profiteering at the expense of our students' vocational qualifications. For this reason we maintain extremely competitive fee levels. Please phone or contact us for a no-obligation discussion about this or any other matter that needs clarification.

## CIPD

### Intermediate Qualification In Human Resource Management

Oakwood are very proud to say that our educational services permit has been issued by KHDA.


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