

Module Synopsis

NSEHR: Specialist Diploma in Enhanced Human Resource Skills

PDC 1: Post-Diploma Certificate in Digital Skills in HR		(120 hours)
1. BA8124: Applied HR Technologies & Digitalisation		(30 hours)
This module provides students with an overview of technologies and tools to improve HR efficiency and effectiveness across the various HR functions. Students will gain exposure to some of the leading HR technologies and tools while learning from examples of successful implementation of HR technologies at the workplace. They will also learn and discuss important principles associated to technology adaptation, including data security and privacy, project management and change management.		
2. BA8125: Human-Centred Innovation for HR		(45 hours)
This module provides students with a working knowledge on Design Thinking, its process and tools to finding innovative solutions to HR challenges. Students will go through a Design Thinking process and apply suitable tools during which they will learn to be more user-centric in dealing with internal challenges around systems, processes, procedures and policies. It will also enable students to cultivate an innovative mind-set to creating HR strategies for quick win changes, and to providing a more satisfactory user experience.		
3. BA8126: Applied HR Analytics & Insights		(45 hours)
This module provides students with a working knowledge on the key HR Analytics principles that will allow them to apply the right concepts and principles to their respective work environment. Students will go through a series of analytics exercises from problem definition to data collection and preparation, to data analyses and storytelling, where they will learn and practice the tools and techniques to turn data into useful insights for decision making. They will also learn about specific HR functional analytics, such as talent acquisition, learning and development, compensation and benefits, and employee engagement.		

PDC 2: Post-Diploma Certificate in Workplace Well-being		(120 hours)
1. BA8127: Emotional Intelligence & Communication		(45 hours)
This course equips participants with practical communication strategies to navigate complex workplace conversations more effectively. By building emotional intelligence, learners will enhance their interpersonal effectiveness and strengthen relationships at work. The programme also focuses on fostering equity, inclusivity, and psychological safety within people strategies, creating a more supportive environment for all employees. Finally, participants will explore mindful practices that support the development of socially sustainable workplace cultures. Aligned with IHRP Mindsets and Competencies, it enhances participants' ability to Influence and Inspire Change, Build Relationships, and Communicate with Impact to foster workplace well-being and performance. Aligned with IHRP Mindsets and Competencies, it enhances		

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participants' ability to Influence and Inspire Change, Build Relationships, and Communicate with Impact to foster workplace well-being and performance.

2. BA8128: Cultivating Workplace Relationships & Engagement	(45 hours)
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This course empowers participants to apply strengths-based strategies for resolving interpersonal and team tensions in a constructive and professional way. Learners will also explore how to foster initiatives that enhance psychological safety within their teams, creating an environment where individuals feel safe to contribute and collaborate. Additionally, the program focuses on promoting sustained employee engagement through evidence-based positive psychology and HR practices, supporting long-term workplace well-being and performance.

3. BA8129: Building Organisational Well-being	(30 hours)
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This course guides participants in identifying employee needs through effective needs assessments, enabling a deeper understanding of workforce challenges and priorities. Learners will also explore data-driven approaches to assess overall organisational well-being, using insights to inform strategies for improvement. With this foundation, participants will learn to develop and implement supportive and inclusive work environments that foster employee well-being and organisational success.

Aligned with the IHRP Mindsets and Competencies, this module reinforces the ability to Lead with Principles and Values, ensuring organisations uphold Operational Excellence and Value Generation while prioritising employee well-being as a strategic advantage.