

INSTITUT SUPERIEUR DE TECHNOLOGIES

Sarl au capital de 10 000 000

IFU 00003441L CMMBF OUA 2002 B00316/CNSS n°3111OR

Autorisation n°204/2000/MESSRS/DGESRS/SPdu 14 mars 2001

Agréé par le FAFPA (ministère de l'emploi)

Diplômes reconnus par le CAMES

Vingt (20) ans au service de la formation des ressources humaines

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BACHELOR OF HUMAN RESOURCE MANAGEMENT

1. TITLE OF PROGRAMME

The programme shall be Bachelor Of Human Resource Management (BHRM)
(Business Administration)

2 PREAMBLE

2.1 Background

Bachelor of Human resource management is an independent programme from the newly streamlined BBA programme. The Bachelor of Human Resource Management (BHRM) prepares students to become professional human resource managers. The programme aims to enable the students acquire knowledge and skills in human resource management and apply them in various organizational performance processes in all sectors of the economy.

2.2 Justification

Graduates of the Bachelor of Human Resource Management program can work in various positions including but not limited to: HR Business Partner, HR Consultant, Employee Benefits Manager, Compensation manager, Talent Acquisition, Recruitment Specialist, Director of Industrial Relations, Labor Relations Specialist/Consultant, Job analyst, HR Administrator, Human Resources Manager, or Training/Talent Development Specialist.

The Bachelor of Human Resource Management combines essential topics in social science, business and human resource functions. The programme aims to produce competent professionals grounded in business and with specific HR domain knowledge. The Human Resource Management degree program is available online. Online programs have the same content and curriculum as traditional on-campus programs. All coursework, including lectures, assignments, and exams, is available through the online learning system. <http://www.ist-ecampus.online/blended/>

2.3 Target Group

The targeted group includes holders of:

Advanced Level Certificate of Education; Advanced Level Certificate of Sciences

Diplomas in ARTS and other related Management fields;

GCE 'A' Level with two passes : or local Polytechnic Diploma; or International Baccalaureate (IB) Diploma; or NUS High School Diploma. Applicants with a Diploma from recognized institution , or other Diploma qualifications plus an acceptable score may be considered for admission on a case-by-case basis.

3. Programme Objectives

3.1. General Objectives

The main objectives of the BHRM include providing opportunities to acquire knowledge and skills in the area of human resource management.

3.2. Specific Objectives

The specialized HR degree program combines your business education with the fundamentals of human resources. You'll learn about employee safety, labor relations and the management of a global workforce. These skills can help set you apart when pursuing your HR career.

Learn how to:

- Solve organizational goals using human resource management practices
- Help build collaborative relationships with diverse teams
- Engage in ethical, legal and socially responsible business practices
- Consider global and societal contexts on all business decisions
- Use business data gathered through research and technological applications
- Communicate effectively to diverse internal and external audiences

Duration of the Programme: 3 years and one Year for a Diploma student

Students are required to complete a total of 180 credit units (cu) to graduate with a basic degree.

Programme Structure

Courses codes	Courses Names	Credit Units
	Year one	
	Semester one	
CS 100	Communication Skills	3
BCEN 101	Entrepreneurship and Development	3
BCEN 102	Research Methods	3
BCCA 103	Computer Application	3
BOB 104	Organization Behavior	3
BHRM105	Academic Essay	3
BHRM106	Principles of Accounting	4
BHRM107	Performance Management	4
BHRM108	Labour Economics	4
	Semester Two	

BHRM120	Principles of HRM & Administration	3
BHRM121	Strategic Human Resource Management	3
BHRM122	Business Law and Ethics	3
BHRM123	Training and Development	3
BHRM124	Labour Relations	3
BHRM125	Labour law	3
BHRM126	Operational Management	4
BHRM127	Finance 1	4
BHRM128	International Human Resource Management	4
		60
	Year Two	
	Semester one	
BBA210	Principles of Marketing	3
BEN211	Entrepreneurship and Business Planning	4
BHRM212	Strategic Leadership Governance and Conflict Management	4
BHRM213	Workforce Planning	3
BHRM 214	Financial and Managerial Accounting	4
BHRM215	Accounting for Decision Making and Control	4
BMEE216	Financial Instruments, Institutions and Markets	4
BMEE217	Inventory Management	4
		60
	Semester Two	
BEE220	Human Capital Measurement	5
BEN221	Talent Management	5
BHRM222	Project Management	4
BHRM223	Business Skills and Management	4
BHRM224	Employment Law and Industrial Relations	4
BHRM227	Supply Chain Management	4
BHRM225	Transport Management and Technology	4
BHRM226	Business, Government and Society	60
	Year Three	
	Semester One	
BHRM 321	Entrepreneurship Development	3

BHRM 322	Human Growth and Life-Span Development (Adulthood to Old Age)	3
BHRM 323	Assessment and Selection	3
BHRM 324	Work Motivation	3
BHRM 325	Human Behaviour in Organisations	3
BHRM 326	Cross-Cultural Intelligence at the Workplace	3
BHRM 327	Essentials of Financial Management	4
BHRM 328	Gender Issues	4
BHRM 320	Sourcing and Supply Management	4
	Semester Two	
BHRM 337	Global Human Resource	1
BHRM 336	Interviewing Techniques	2
BHRM 335	Leadership Development	1
BHRM 334	Organizational Psychology	1
BHRM 333	Internship	5
BHRM 329	Thesis	20
		60
		180