

PEARSON EDEXCEL ASSURED  
DIPLOMA IN  
**HRM**

HUMAN RESOURCE MANAGEMENT

▼ *Direct Entry into Diploma*

▼ *Career Focused Professional HR Qualification with Progression Pathways*



[www.hrmi.lk](http://www.hrmi.lk)

*The only Globally Respected & Internationally Recognised  
Professional HR Qualifications in Sri Lanka,  
from Pearson UK - World's # 1 in Education.*



**HRMI**

## PEARSON EDEXCEL ASSURED DIPLOMA IN HUMAN RESOURCE MANAGEMENT (HRM)

- ✓ **Employability Enhancement & Career Transition**
- ✓ **Career Advancement & Competency Development**

This course has been designed to enable employed individuals and undergraduates / graduates to acquire a professional qualification that will provide a competitive advantage in the job market.

Diploma in HRM could be a strategy for securing a HR position as well as for competency enhancement and career advancement. This course can be described as an effective option available to an intelligent individual who wants to acquire a professional qualification which has an ideal balance between theory and practical HR applications.

Diploma consists of 10-modules comprehensively covering Operational HR, Strategic HR, Sri Lanka Labour Law, Industrial Relations, Management and Organisation Behaviour.

### # 1 Advantage: PROGRESSION OPPORTUNITY

The completion of the Diploma in HRM provides a Progression Pathway to Pearson Edexcel Assured Managerial Diploma in Human Resource Management OR Business Administration, a higher level qualification which qualifies the students to pursue a Master's Degree in Business Administration with at least 2 years of work experience at executive level. MBA is the ultimate qualification in business management.

### # 2 Advantage: GLOBAL RECOGNITION

This Diploma is Assured by Pearson UK. The ONLY Internationally Recognized & Globally Respected HRM Diploma available in Sri Lanka – Certified & Quality Assured by the World's Largest Qualification Awarding Authority – Pearson Edexcel UK. Pearson Assured (formerly known as Edexcel Assured) signifies that the Academic Standards, Assessment Systems, Syllabus Content, Teaching Methodology and Ethical Practices are all in conformance to the highest international standards.

On completion of the Diploma, students have pathways leading to MBA (Master of Business Administration) Degree awarded by University of Derby or MA - HRM Degree awarded by University of Northampton UK.

University of Derby and University of Northampton are globally respected institutions Ranked at 37 and 43 in UK for Management and Business Studies by the Guardian. Both Universities are recognised by the University Grants Commission, Sri Lanka.

### # 3 Advantage: SAVE TIME & MONEY

This programme admits students to the Diploma directly. Therefore students need not waste time and money following a string of courses at foundation and certificate stages to reach Diploma stage.

### # 4 Advantage: CAREER FOCUSED QUALIFICATION

This can be described as a qualification that will provide immense advantage for someone looking for a career change, a vertical or a lateral movement in the hierarchy or simply need to acquire a reputed Diploma as a prerequisite for career advancement. The progression pathway could also lead up to a Post Graduate Diploma or a Master's Degree in Business Management or Master's Degree in HRM .

### # 5 Advantage: WHY HRMI?

HRMI is a renowned institution for maintaining highest academic discipline and ethical standards. We deal only with reputed academic partners with an unblemished record. When embarking on any course of study, a prospective student and the parents must establish without doubt the credentials of the awarding institution and its academic reputation. HRMI was awarded the 2013 Performance Recognition Award by Pearson, the world's largest education company.

## THE FACULTY

- **Mr. Gihan Talgodapitiya**, MBA (NUS), FCMA (UK). Internationally reputed Corporate Trainer, retained by over 300 companies in the Asian Region. Director of HRMI.
- **Mr. Rohan Pandithakorralage**, BBM (Victoria), Director & Head of HR, Aitken Spence Group.
- **Mr. Isuru Tillakawardana**, LLB (Colombo), MBA (PIM), Chief HR Officer, Commercial Bank.
- **Mr. Anthony Jayaranjan**, FCA, FCMA (UK), Director, Lankem Ceylon PLC. Former Senior Vice President, Head of Learning & Development, John Keells Holdings.
- **Ms. Gayani de Alwis**, MBA (PIM), MSc (Reading), former Director, Customer Care & Supply Chain at Unilever.
- **Ms. Roshanie Jayasundera - Moraes**, MBA (PIM), Executive Vice President – John Keells Holdings.
- **Ms. Deshika Rodrigo**, MBA (AIB-Australia), BA (Hons) (Washington), ACIB (UK), Head of HR, Standard Chartered Bank.
- **Dr. Prabath Karunanayake**, MBBS (Colombo), MBA (Colombo), Corporate Trainer & Management Consultant.
- **Mr. Maithri Bandaranayaka**, LLB (Colombo), MBA (Edith Cowen), Former Head of HR at Pan-Asia Bank, Previously at John Keells, Brandix & Esquel Group.
- **Mr. Priyanga Dassanayake**, MBA (PIM), PGD in Marketing CIM (UK), Territory Business Manager - Oracle Corporation Sri Lanka & Maldives.
- **Mr. Rajitha P. Silva**, MBA (CSU-Australia), BBA (Colombo), Senior Lecturer, Faculty of Management & Finance, University of Colombo.
- **Dr. Dushar Dayarathna**, PhD (LTU,Australia), MSc (HRM) PIM, BBM (HRM), Senior Lecturer at University of Sri Jayewardenepura & Author of several books on HRM.
- **Mr. Yukthi Gunasekera**, Juris Doctor, (Minnesota Law School, USA), PGD (CIM-UK), BA, former Head of Corporate Communications - John Keells Holdings.
- **Mr. Manilka Fernando**, MBA (Georgia, USA), FCA, Executive Director - Pership Group Formerly at NDB, Mashreq Bank, & Citibank N.A.
- **Mr. Nandana Kanakarathne**, BSc (Spl), MPhil (Peradeniya), Management Consultant, former Head of Learning & Dvp, Unilever.
- **Mr. Prialal de Silva**, MBA(HRM), People Potential Development Specialist.
- **Mr. Nalin Pasquel**, MBA (Leicester), General Manager, Asiri Hospitals – Matara.
- **Mr. Chamini Fernando**, BSc, MBS (Colombo), Peoples' Manager - Pearson Sri Lanka.
- **Mr. Mathiesha Mahamalage**, MBA (Kelaniya), BCom (Mkt), Head of HRD, Star Garments.
- **Mr. Chandralal Liyanage**, MBA (Western Sydney), HR Services Manager, South Asia Gateway Terminals.
- **Ms. Lakmini Rajapaksha**, MSc.,BSc. Managing Director, Lakmiro Management Services.
- **Mr. Sugath Nandasiri**, MBA, PGD (BM), BSc, BA, Lecturer.
- **Mr. Pasindu N. Perera**, BSc-HRM ( Sri J), Assistant Manager - Human Resources, Hemas Holdings PLC.
- **Mr. Ranga Gamage**, MBA (Colombo), BSc. Eng (Hons) (Moratuwa), ICT Project Manager and Systems Consultant at Kingslake.
- **Mr. Rasika Weerakoon**, BSc (Peradeniya), MBA (Wayne - USA), Senior Manager (Quality & Training), Maga Engineering (Pvt) Ltd.
- **Mr. Sathika de Silva**, M.Sc.,(Peradeniya), BBM (Hons) UK, Founder - Org Analytics.
- **Ms. Roshani Neluwapathirana**, BSc (Sri J), MDIM (AIM - Philippines), Lecturer.
- **Ms Nisansala Perera**, BSc HRM Sp (Hons) (Sri J), Lecturer.
- **Mr. Thilak Edirisinghe**, BSc HRM Sp (Hons) (Sri J), MSc Entra. (Sri J), MSc Actuarial Science (Colombo), Lecturer.
- **Ms. Wathsala Nanayakkara**, BSc, MBA (AIB-Australia), Lecturer, Head of Operations - HRMI.
- **Ms. Nilushi Eleperuma**, MHRM (Colombo), Lecturer - HRMI.
- **Ms. Razeena Razick**, MHRM (Kelaniya), Lecturer - HRMI.



HRMI Convocation & Awards Ceremony  
held at the BMICH Main Hall on 14<sup>th</sup> Nov. 2015

## Course Content

### Module 1

- Innovative Management for Turbulent Times
- Evolution of Management Thinking
- Designing Adaptive Organisations

### Module 2

- Dynamics of Behavior in Organisations
- Leadership Development & Motivation
- Communication & Teamwork

### Module 3

- Functions of Human Resource Management
- Human Resource Planning
- Human Capital Management

### Module 4

- Role & Organisation of HR function
- Role of the HR Practitioner
- The Impact of HRM on Performance

### Module 5

- Job & Role Design & Development
- Resourcing Strategies, Planning & Practices
- Recruitment & Selection, Induction & Release

### Module 6

- Reward Management
- Job Evaluation and Pay Structures
- Reward Systems, Contingent Pay and Benefits

### Module 7

- Talent & Career Management
- Learning & Development Strategies
- Management Development

### Module 8

- Processes of Performance Management
- Practices of Performance Management
- Performance Management Applications

### Module 9

- Strategic Management & Balanced Scorecard
- Strategic HR, HR Scorecards and KPI's
- International HRM

### Module 10

- Sri Lanka Labour Law & Industrial Relations
- Trade Unions, and Collective Agreements
- Safety, Health and Environment

### Module 11

- HR Research Project

## ENTRY QUALIFICATIONS

- Executive / Advanced Certificate in HRM from HRMI / equivalent OR
- GCE (A/L) 2 passes with 2 years Executive Experience OR
- Graduates OR Undergraduates
- Full Professional Qualification

**COMMENCEMENT DATES:** Please call HRMI

## LEARNING OPTIONS

Duration	Medium	Schedule
12 months	English	Sunday 8.45 am to 1.30 pm
	Sinhala + English	Sunday 8.45 am to 1.30 pm
15 months	Sinhala + English	Saturday 2.15 pm to 6.00 pm

## COURSE FEES

Valid till 31<sup>st</sup> Dec 2017

Course Registration Fee: Rs. 5,000		
Frequency of Payment	Instalment Amount - Rs	Total - Rs
Paid in Full - At the start (12% Discount)	-	92,400
<b>Paid in Instalments</b>		
First Instalment - at the start	-	15,000
Paid in 12 Instalments - Every month	7,500 x 12	90,000
<b>Total</b>		<b>105,000</b>



**Guaranteed Internship Training**



**FREE Text Books & Study Packs**



**Easy Payment Plans**



**Discount on Full Payment**

## FREQUENTLY ASKED QUESTIONS

### 1. Who could benefit mostly from this Diploma in HRM

- Someone who feels his or her career progression is hampered due to lack of a recognised Diploma qualification
- An individual who is very smart and good at work and realizes that a proper qualification could make a big difference in his/her career progression and rewards
- A young graduate or an undergraduate who believes that a HR Diploma will broaden the employability opportunities
- Military officers who plan to retire and seek managerial positions in the private sector
- Someone who has work experience without a degree and looking for a pathway to a Masters degree

### 2. What is the institution which issues the certificate?

PEARSON UK, earlier known as Edexcel UK.

### 3. How does the Mix Medium work?

In the Mixed Medium class, lectures are conducted more in Sinhala than in English. However, the notes and textbooks are in English. Exam papers are both in English and Sinhala and answers could be made in both languages.

### 4. What will be the assessment criteria?

Examinations, Projects and Case Analysis. (in groups as well as individually)

### 5. What is the marking or grading methodology adapted for assessments?

It will be Pass, Merit or Distinction. If an assessment does not meet the minimum expectations of the Assessor, the student will be required to resubmit either a specific task or the entire assignment or resit the exam.

### 6. When should we register?

Please inquire about intake dates. Registrations generally close 10 days prior to commencement.

### 7. What do we need to bring at the point of registration?

All your original educational certificates together with a photocopy of documents to prove your qualifications & work experience & a copy of your NIC.

### 8. How will I know more details about progression opportunities?

Please visit the Institute and speak to a Counsellor to obtain career advice about your progression opportunities.

## WHY STUDY AT HRMI?

- ALL courses conducted by HRMI are Assured by Pearson Edexcel UK and therefore internationally respected and recognised.
- HRMI is the ONLY Institution in Sri Lanka which conducts Internationally Recognised Human Resource Management courses.
- ALL HRMI courses are directly linked to Pearson Edexcel BTEC qualifications and students have a clear pathways to qualify with Bachelor's (BA / BSc) and Master's Degrees.
- Our University Partners, have a distinguished history of over 150 years and highly ranked, respected and unblemished. University of Derby is ranked 37 and University of Northampton is ranked 42 for Business, Management and Marketing by The Guardian UK.
- All HRMI courses conform to the highest local and international academic standards. We don't compromise on content and duration. All our courses comply with Pearson Edexcel International Quality Standards.
- Our Master's Degrees take one full year for Coursework and one full year for Research in conformity to the highest academic standards at Level 7 in the UK Qualification and Credit Framework (QCF)
- Our Bachelor's Degrees take three years. We don't claim our Diplomas or Higher National Diplomas as equivalent to Degrees.
- Our Diplomas for school leavers take 18 months or 400 learning hours in accordance to international standards. Our Diploma students have a seamless progression pathway to a Degree.
- Our Diplomas for experienced or otherwise qualified individuals take 12 months for coursework and 3 months for research.
- Our Lead Partner Pearson Edexcel is UK's largest awarding institution offering academic and vocational qualifications. Edexcel is owned by Pearson, the leading education company in the world.
- We strongly adhere to uncompromising ethical standards by only collaborating with reputed academic partners, offering trusted and dependable qualifications.
- We are committed to supporting students in their academic and professional progression, career advancement, personality and character development.
- We work with a network of reputed organizations to enable our students to acquire practical experience through a well-designed programme of internship training. We thereafter assist our students to be professionally employed.
- Our faculty consists of highly respected and qualified management professionals & renowned academics.
- Our processes and services are subjected to stringent quality standards and regularly reviewed by local and foreign assessors.
- HRMI has been assessed and certified as meeting the requirements of ISO 9001:2008 International Quality Standards by SGS United Kingdom.
- We have plenty of student engagement activities. These include sports, recreation and talent development events.
- We have a well-stocked library and a pleasant Wi-Fi enabled study environment.
- Our campus is modern, spacious and clean with ample car parking facilities.
- We provide very convenient instalment payment plans to ease students.



## Human Resource Management Institute

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