

AQF LEVEL	AQF LEVEL 8 CRITERIA – GRADUATE CERTIFICATE		PROGRAM LEARNING OUTCOMES
<b>PURPOSE</b>	The Graduate Certificate qualifies individuals who apply a body of knowledge in a range of contexts to undertake professional/highly skilled work and as a pathway for further learning		
<b>KNOWLEDGE</b>	Graduates of a Graduate Certificate will have specialised knowledge within a systematic and coherent body of knowledge that may include the acquisition and application of knowledge and skills in a new or existing discipline or professional area	Graduates of the Graduate Certificate in Human Resource Management will have advanced theoretical and technical knowledge of existing and emerging approaches to HRM concerns, management of change and evaluation in diverse organisational contexts.	
<b>SKILLS</b>	<p>Graduates of a Graduate Certificate will have:</p> <ul style="list-style-type: none"> <li>• cognitive skills to review, analyse, consolidate and synthesise knowledge and identify and provide solutions to complex problems</li> <li>• cognitive skills to think critically and to generate and evaluate complex ideas</li> <li>• specialised technical and creative skills in a field of highly skilled and/or professional practice</li> <li>• communication skills to demonstrate an understanding of theoretical concepts</li> <li>• communication skills to transfer complex knowledge and ideas to a variety of audiences</li> </ul>	<p>Graduates of the Graduate Certificate in Human Resource Management will have:</p> <ul style="list-style-type: none"> <li>• cognitive skills to obtain analyse and interpret data relevant to making evidence-based decisions in relation to HRM issues in diverse organisational contexts</li> <li>• cognitive skills to identify and consider relevant ethical, legal and social considerations in an impartial way for routine and evolving HRM issues and strategies</li> <li>• communication skills to demonstrate an understanding of foundational HRM theories, concepts, practical principles and processes</li> <li>• communication skills to interpret and present diverse HRM concepts and processes in a broad set of personal and group contexts.</li> </ul>	

**APPLICATION OF  
KNOWLEDGE &  
SKILLS**

Graduates of a Graduate Certificate will demonstrate the application of knowledge and skills:

- to make high level, independent judgements in a range of technical or management functions in varied specialised contexts
- to initiate, plan, implement and evaluate broad functions within varied specialised technical and/or creative contexts
- with responsibility and accountability for personal outputs and all aspects of the work or function of others within broad parameters

Graduates of the Graduate Certificate in Human Resource Management will demonstrate the application of knowledge and skills:

- in diverse organisational local and international contexts
- to new situations and in professional practice
- required to exercise judgement under supervision to generate appropriate solutions for HRM issues in diverse organisational contexts.