

Drive Business Success with HR Skills

Study the Certificate in **Human Resources Management** with
The Online Business Academy



- ✓ Gain in-demand, future-proof skills that employers value
- ✓ Study at your own pace, on your own schedule
- ✓ Learn from industry experts and experienced educators
- ✓ Real-world outcomes that lead to career advancement



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About Us

Welcome To The Online Business Academy

94%

of our graduates reported that their education at The Online Business Academy equipped them with valuable skills that they could apply in their professional careers.

96%

of our graduates say that The Online Business Academy provided them with up-to-date and industry relevant skills.

At The Online Business Academy, your career advancement is at the heart of our mission. We've reshaped online learning with a personalised touch, offering exclusive 1-on-1 Zoom classes that bring the expertise of industry leaders and education specialists directly to you. Our world-class platform is meticulously crafted around your needs, ensuring that you receive undivided attention and tailored support to excel in your chosen field.

Our courses are carefully curated to ensure they are relevant, up-to-date, and practical, with a strong emphasis on real-world applications. We offer a wide range of courses across various industries, including accounting, bookkeeping, business, graphic design, video editing and digital marketing, web development, and more. All of our courses include assessments such as quizzes, assignments, and exams to measure your progress and provide you with valuable feedback.

We understand that life can be busy, which is why we offer a flexible approach to learning. Our online courses allow you to study when, where, and how you want, with no schedules, classrooms, or due dates to worry about. We also offer a range of support services, including access to a Career Centre, where you can get help with CV preparation, job search strategies, and interview skills.



Advancing Online Education

A New Way To Learn

The Online Business Academy brings you a bespoke educational experience tailored through personalised 1-on-1 Zoom sessions. Engage in courses meticulously designed to put your individual learning needs in the spotlight, ensuring that every interaction with our expert mentors is focused solely on your educational journey and success.

Immerse yourself in a structured yet flexible curriculum, with the freedom to delve deeply into your studies and emerge with confidence. With us, you're not just learning; you're shaping your future, one personalised lesson at a time.



#42

We provide 42 high-quality courses curated by leading industry professionals.

Why Choose The Online Business Academy

Choose the Online Business Academy for tailored 1-on-1 learning with industry experts, designed for focused support and a personalised path to your success.



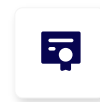
Industry Leading Courses

We're proud to offer industry-relevant courses designed by experienced professionals to equip graduates with the skills and knowledge needed for success.



Superior Support

We offer superior support to students like you with 1-on-1 expert tutor guidance and a range of resources to help you succeed in your learning journey.



Real Outcomes

We are committed to providing real outcomes by equipping students just like you with skills, knowledge and confidence to succeed in the workforce.



Business Courses

Certificate in Human Resources Management

The Certificate in Human Resources Management is designed to equip students with the essential knowledge and skills needed to succeed in the dynamic and ever-changing field of human resources. This course covers a range of topics, from organisational behaviour to communication and conflict resolution, and provides a solid foundation for a career in HR.



Enrol Now



Learn More

Course Investment

\$119

Per 1-Hour Zoom Session

Total Cost: \$1428

Course Duration

12 Sessions

Course Outcomes

- Demonstrate an understanding of the various theories of organizational behavior and their applications in managing people and teams.
- Evaluate different motivational theories and techniques to enhance employee engagement, productivity, and job satisfaction.
- Apply principles of learning, reinforcement, and self-management to develop effective training and development programs for employees.
- Analyze the impact of organizational culture on employee behavior, and develop strategies for creating a positive and productive workplace culture.



Certificate in Human Resources Management

Module 01 Organizational Behaviour

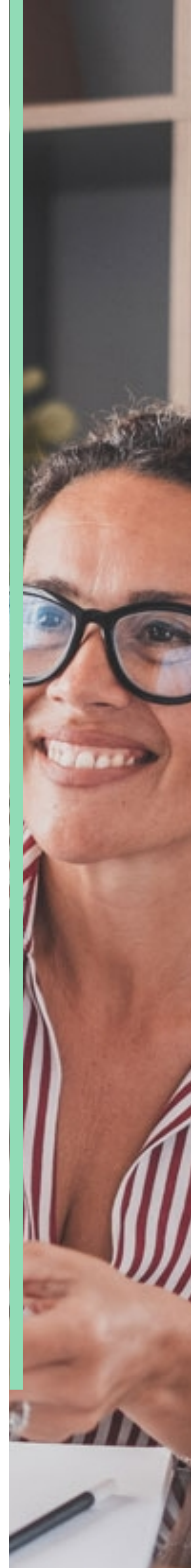
The Organisational Behaviour module focuses on understanding how individuals and groups behave within an organisation, and how this affects organisational effectiveness. This includes examining topics such as motivation, communication, leadership, teamwork, and culture. Additionally, the module will explore the role of managers in organisations and how they can create a positive work environment.

Module 02 Individual Differences

The module on Individual Differences aims to provide a comprehensive understanding of the impact of individual differences on work performance and productivity. The module covers a range of topics related to individual differences, including demographic and competence differences, personality, emotional intelligence, values and attitudes, and perception. Students will learn about the theories and models used to explain individual differences and their influence on employee behavior and organizational outcomes. The module also explores strategies for managing individual differences in the workplace, such as diversity training and mentoring programs, and how these strategies can lead to a more productive and inclusive work environment. By the end of the module, students will have a solid understanding of the importance of individual differences in the workplace and how to leverage them to create a positive organizational culture.

Module 03 Motivation & Empowerment

The module on motivation and empowerment in the workplace provides an in-depth exploration of the theories and concepts that underpin employee motivation and empowerment. The module covers a range of motivational theories, including Maslow's hierarchy of needs, Herzberg's two-factor theory, and McGregor's Theory X and Theory Y. Students will learn how these theories relate to employee behavior, job satisfaction, and productivity. The module also emphasizes the importance of empowerment in creating a motivated workforce and provides an overview of the different types of empowerment, including structural and psychological empowerment. Furthermore, the module examines the benefits of empowerment for both employees and organizations, and the various strategies that managers can use to promote employee empowerment.



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Module 04 Learning, Reinforcement and Self Management

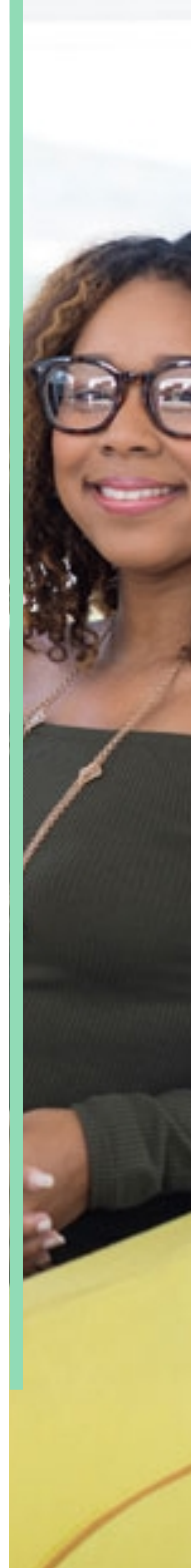
In this module, students will learn about different learning and reinforcement theories and how they can be applied in an organizational context. Classical and operant conditioning theories, cognitive learning, and social learning theories will be explored, along with the use of positive and negative reinforcement and punishment. The module will also cover the concept of organizational behavior modification (OBM) and its application in managing employee behavior. Additionally, students will learn about the role of pay and other extrinsic rewards in motivating employees and how to manage organizational learning to promote continuous improvement and development.

Module 05 Group & Group Dynamics

The Group and Group Dynamics module is designed to provide students with an in-depth understanding of the role of groups in organizations. The module covers various topics related to groups, including the different types of groups, the reasons why people join groups, and how to manage groups effectively. Additionally, the module covers group communication and decision-making, exploring the different factors that influence these processes. Students will also learn about group task performance and the various strategies that can be used to enhance it, as well as the challenges of intergroup competition and how to manage them. Overall, this module provides students with a comprehensive understanding of the dynamics of groups in organizations and equips them with the skills and knowledge necessary to manage and work effectively in a group setting.

Module 06 Team & Team Building

This module provides a comprehensive overview of teams in the workplace and the factors that contribute to their success. Students will gain an understanding of the different types of teams and their respective benefits and challenges. They will also learn about the key characteristics of effective teams and how to build and manage teams that can work collaboratively towards a common goal. By the end of the module, students will have the knowledge and skills necessary to create and maintain high-performing teams in their organizations.



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Module 07 Organisational Culture

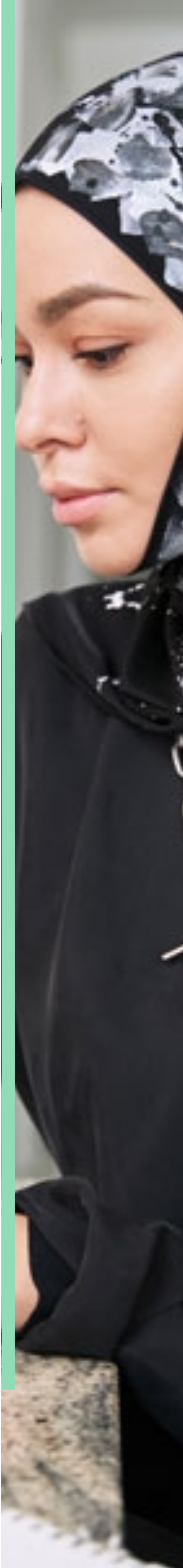
This module focuses on understanding the concept of organizational culture and its significance in shaping the workplace environment. Students will be introduced to the different levels of cultural analysis and how to identify and manage different types of cultures. They will also explore the key elements of strong corporate cultures, such as values, beliefs, and practices, and how to conduct cultural research. The module will also cover strategies for managing culture, including how to build and sustain a strong culture, and how to change a culture that is not aligned with the organization's objectives. Furthermore, the module will discuss the relationship between ethics and organizational culture, emphasizing the importance of a strong ethical culture for organizational success.

Module 08 Power & Politics

The Power and Politics module is designed to provide students with a deep understanding of the various dynamics of power and politics in organizations. It covers a range of topics such as the sources and types of power, and how power is exercised within an organization. The module also explores the relationship between power and influence and how individuals can leverage their power to achieve their objectives. In addition to this, the module examines the role of politics in organizations and how it can influence employees and organizational performance. Students will gain valuable insights into the tactics and strategies used in organizational politics and how to navigate these dynamics to achieve their goals. By the end of the module, students will have a greater understanding of power and politics in organizations and be equipped to manage these dynamics effectively.

Module 09 Leadership

The Leadership module delves into the fundamental theories, concepts, and practices of leadership in organizations. The module covers the different types of leadership theories, such as trait, behavioral, situational contingency, charismatic, and transformational leadership. Additionally, students will explore emerging perspectives on leadership and the characteristics of a new leader. The module also covers current issues in leadership, such as ethical leadership, diversity, and leadership development. By the end of this module, students will be equipped with the knowledge and skills necessary to effectively lead and manage teams in a variety of organizational settings.

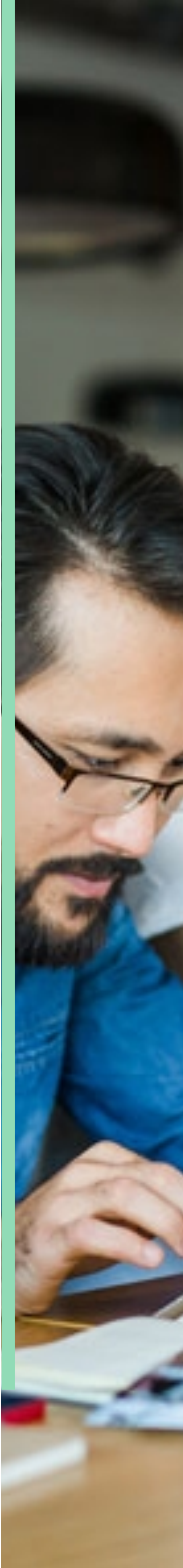


Module 10 Decision Making

The Decision Making module provides learners with an overview of the decision-making processes in organizations, including the factors that influence decision-making and the different approaches to decision-making. Students will also learn about the different types of decisions and the importance of managing participation in decision-making. The module explores current issues in decision-making, such as the impact of globalization and the role of technology in decision-making. Additionally, the module covers ethical decision-making frameworks and how to apply them in organizational contexts. By the end of the module, students will have a better understanding of how to make effective decisions in organizations while taking into account ethical considerations and the impact of emerging technologies.

Module 11 Communication, Conflict & Negotiation

The Effective Communication module focuses on developing communication skills that are critical for success in any organization. It covers the communication process, including encoding and decoding messages, and the barriers to effective communication. The module also delves into interpersonal communication, such as active listening, nonverbal communication, and feedback. Students will explore conflict resolution strategies and how to navigate conflicts within the organization. Additionally, the module covers the art of negotiation, including the preparation, process, and strategies for achieving mutually beneficial outcomes. By the end of the module, students will have a better understanding of how to communicate effectively, build relationships, and navigate conflicts within an organization.





Career Centre

We'll Help You Find a Job

At The Online Business Academy, we are dedicated to supporting you on your journey to success. We are confident that by leveraging the resources and connections offered by our Career Centre, you will build valuable networks and gain the confidence needed to secure a new job or promotion.

Receive a Free CV Review From The Experts at Resume Hub

By partnering with Resume Hub, we provide all our students with an added advantage in their job search. Upon enrolment, our students receive a complimentary comprehensive CV review from expert professionals, ensuring they have the best chance for success in their career.

What You'll Get With Our Career Centre

- Access to professional CV templates to update your current CV
- Complimentary personalized CV review with feedback to make your CV stand out
- Job tips and resources, including a clear five-step job success process
- Industry-relevant advice to stay up-to-date with the latest industry trends and requirements.



Very friendly and helpful stuff

They responded very quickly to my initial enquiry. The consultant gave me very helpful advice on which course would be right for me. The follow up was really great too. Helpful but not too pushy. Getting registered was quick and easy too.

Julie N.

Certificate in Xero



What Our Students Say



We pride ourselves in delivering an excellent education experience. See what our students have to say:



Maria R.
Certificate in Adobe
Photoshop

Exceptional Learning Experience

I had a great experience with the Online Business Academy! The course content was well-structured and easy to follow. The assessments helped me understand the concepts better and the feedback provided was valuable. I'm grateful for the flexible learning schedule that allowed me to study at my own pace. I would highly recommend this academy to anyone looking for a quality learning experience.



Sarah T.
Certificate in
Microsoft Word

Practical, Relevant and Fun!

I recently completed a Microsoft Word course with the Online Business Academy, and I loved it! The course was practical, relevant, and fun. The online platform was user-friendly, and the support from the academy team was exceptional. The assessments were challenging yet enjoyable, and I learned a lot from the feedback provided.



Mark J.
Digital Marketing
Bootcamp

Changed my Career Trajectory!

I joined the Online Business Academy to upskill in digital marketing, and it was the best decision I made for my career. The course content was comprehensive and up-to-date, and the assessments were challenging and relevant. The Career Centre helped me prepare a strong CV and provided valuable advice on job search strategies. The skills I learned from this academy have changed my career trajectory, and I'm grateful for the team over at the Online Business Academy.



Start Upskilling Today!

Follow our easy 4-step enrolment process - it only takes a few minutes to get started today!



1. Click on 'Get Started Now'



2. Proceed to payment



3. Receive login details



4. Start Learning!

Get Started Now, Click Here

