

School / Faculty: Federation Business School

Course Title: PRINCIPLES OF HUMAN RESOURCE PLANNING

Course ID: BSMAN2009

Credit Points: 15.00

Prerequisite(s): Nil

Co-requisite(s): Nil

Exclusion(s): Nil

ASCED Code: 080307

Grading Scheme: Graded (HD, D, C, etc.)

Program Level:

AQF Level of Program						
	5	6	7	8	9	10
Level						
Introductory	■	■	■	■	■	■
Intermediate	■	■	✓	■	■	■
Advanced	■	■	■	■	■	■

Learning Outcomes:

Knowledge:

- K1.** Identify the essential components of human resources strategic planning.
- K2.** Review recent and potential changes to industrial and legal requirements which impact on human resource management
- K3.** Recognise appropriate strategies for undertaking an environmental analysis to identify emerging practices and trends. This may include induction; industrial relations; job analysis and design; OHS; performance management; professional development; recruitment and selection; remuneration; staff retention and succession planning; and labour sourcing.

Skills:

- S1.** Research emerging human resources management practices and trends
- S2.** Evaluate organizational options for the provision of human resource services
- S3.** Develop strategic objectives for human resource services.

Application of knowledge and skills:

- A1.** Interpret industry and environmental data do determine strategic planning options.
- A2.** Propose a strategic human resource strategy with consideration to organizational, industry and legal requirements.

Course Outline (Higher Education)

BSMAN2009 PRINCIPLES OF HUMAN RESOURCE PLANNING

- A3.** Demonstrate an applied approach for using human resources strategic planning to address a range of organizational issues.

Course Content:

This course is designed to introduce students to the principles of human resources planning. It will examine the essential components of human resources strategic planning; human resources philosophies, values, policies; strategic objectives and targets; identifying future labour needs; sources of labour supply and options for provision of human resources services; and emerging practices and trends that may impact on human resources management. Through developing an understanding of Human Resources philosophies, values and policies, students will engage in analysis of Human Resources strategic planning, evaluation of planned objectives and targets and identification and development of Human Resourcing solutions. Students will develop theoretical and technical knowledge encompassing practices including induction; industrial relations; job analysis and design; OHS; performance management; professional development; recruitment and selection; remuneration; staff retention and succession planning; and labour sourcing. The understanding of Human Resource planning is developed within a framework of ethical, social, and economic models and encompasses emergent markets, trends and technologies.

Values and Graduate Attributes:

This course will help students to develop values and attributes that will

Values:

- V1.** Display the skills, motivation and confidence to engage in continuous learning and progress their studies in an applied discipline.
- V2.** Be highly valued within an organisation for being committed to the development of Human Resource strategic planning.
- V3.** Support socially responsible and ethical behaviour in the implementation of Human Resource strategy within an organisation.

Graduate Attributes:

FedUni graduate attributes statement. To have graduates with knowledge, skills and competence that enable them to stand out as critical, creative and enquiring learners who are capable, flexible and work ready, and responsible, ethical and engaged citizens.

Attribute	Brief Description	Focus
Knowledge, skills and competence	The study of Principles of Human Resource Planning engages the student in ongoing research and analysis of the discipline encouraging the development of the skills, motivation and confidence to engage in continuous learning to meet the personal, professional and vocational challenges of an ever changing world;	Medium
Critical, creative and enquiring learners	The study and application of Principles of Human Resource Planning enables reflection on & development of the students personal work skills, enabling confidence, capability, assurance, independence and enterprise to enable them to fulfil their personal and career aspirations;	Medium

Course Outline (Higher Education)

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Attribute	Brief Description	Focus
Capable, flexible and work ready	The study of Principles of Human Resource Planning develops the students analytical and strategic understanding of Human Resource management, enabling their ability to add to the productive capacity of the economy and be in demand and be attuned to, and engage with, contemporary social and cultural issues and aspire to make meaningful and helpful contributions to local, national and global communities;	High
Responsible, ethical and engaged citizens	The study of Principles of Human Resource Planning encourages the student to think deeply about social issues relevant to Human Resource management. They will be aware of generally accepted norms of ethical behaviour and be encouraged to act in a socially responsible manner both in the work place and other settings.	High

Learning Task and Assessment:

Learning Outcomes Assessed	Assessment Task	Assessment Type	Weighting
K1, K2, K3, K5 S1, S2, S3 A1, A2, A3	Research and report on emerging practices and trends that may impact on human resources management.	Essay / Assignment	10-30%
K1, K2, K5 S1, S2 A1, A2	Develop a strategic human resource strategy which may include; objectives and targets for human resources, options for the provision of human resources, cost benefit analyses, risk management plan and future labour needs	Report / Presentation	30-50%
K1, K2, K3, K4, K5 S1, S2, S3 A1, A2, A3	Demonstrate an applied understanding of human resources strategic planning fundamentals. This may include; EEO and diversity; induction; industrial relations; professional development; remuneration; staff retention and succession planning	Examination / Presentation / Report	40-60%

Adopted Reference Style:

APA