



Course Outline (Higher Education)

School:	Federation Business School
Course Title:	INTRODUCTION TO HUMAN RESOURCE MANAGEMENT
Course ID:	BUHRM1501
Credit Points:	15.00
Prerequisite(s):	Nil
Co-requisite(s):	Nil
Exclusion(s):	Nil
ASCED:	080303

Description of the Course:

This course is designed to enable students to examine the role of Human Resource Management (HRM) in contributing to the long term performance and viability of organisations. Students will be provided with an understanding of the functions of HRM and how HRM integrates and interrelates with other functions of management. The course content will establish a structured framework for further specialist study in HRM.

Grade Scheme: Graded (HD, D, C, P, MF, F, XF)

Placement Component: No

Supplementary Assessment: Yes

Where supplementary assessment is available a student must have failed overall in the course but gained a final mark of 45 per cent or above and submitted all major assessment tasks.

Program Level:

Level of course in Program	AQF Level of Program					
	5	6	7	8	9	10
Introductory	<input type="checkbox"/>	<input type="checkbox"/>	✓	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Intermediate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Advanced	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Learning Outcomes:

Knowledge:

- K1.** Examine the function of HRM from the perspective of a practitioner and the perspective of management
- K2.** Explain the relationship between HRM and productivity and performance
- K3.** Contrast the relationship of HRM with other areas of professional activity

Skills:

- S1.** Analyse staffing needs and relate to organisation strategic planning
- S2.** Relate HRM theories and models to the practice of HRM activities
- S3.** Demonstrate and synthesise strategies to meet HRM issues and problems
- S4.** Analyse HRM tools for activities such as performance appraisal and remuneration programs

Application of knowledge and skills:

- A1.** Transfer and apply a diverse range of HRM functions, across multiple industries from a global perspective using appropriate HRM theories
- A2.** Relate HRM theories and concepts to current HRM issues from an ethical, socially responsible and international perspective

Course Content:

Topics may include:

- Strategic Human Resource Management
- Human Resource Planning/HRIMS
- Job Analysis and Job Design
- Recruitment and Selection
- Appraising and Managing Performance
- Human Resource Development and Career Planning and Development
- Employee Motivation, Remuneration and Benefits
- Industrial Relations
- Managing Change and Negotiation
- Employee Health and Safety
- Managing Diversity

Values:

- V1.** Appreciate the importance of the role of HRM
- V2.** Foster a strategic view of where HRM fits in organisations
- V3.** Defend the need for HRM strategies in organisations.

Graduate Attributes

The Federation University FedUni graduate attributes (GA) are entrenched in the [Higher Education Graduate Attributes Policy](#) (LT1228). FedUni graduates develop these graduate attributes through their engagement in explicit learning and teaching and assessment tasks that are embedded in all FedUni programs. Graduate attribute attainment typically follows an incremental development process mapped through program progression. **One or more graduate attributes must be evident in the specified learning outcomes and assessment for each FedUni course, and all attributes must be directly assessed in each program**

Graduate attribute and descriptor		Development and acquisition of GAs in the course	
		Learning Outcomes (KSA)	Assessment task (AT#)
GA 1 Thinkers	Our graduates are curious, reflective and critical. Able to analyse the world in a way that generates valued insights, they are change makers seeking and creating new solutions.	K1, K2, K3, S1, S2, A1	AT1 ,AT2
GA 2 Innovators	Our graduates have ideas and are able to realise their dreams. They think and act creatively to achieve and inspire positive change.	K2, S1, S4	AT2
GA 3 Citizens	Our graduates engage in socially and culturally appropriate ways to advance individual, community and global well-being. They are socially and environmentally aware, acting ethically, equitably and compassionately.	K3, S1	AT1, AT2
GA 4 Communicators	Our graduates create, exchange, impart and convey information, ideas, and concepts effectively. They are respectful, inclusive and empathetic towards their audience, and express thoughts, feelings and information in ways that help others to understand.	K1, K2, K3 A1, A2	AT1, AT2
GA 5 Leaders	Our graduates display and promote positive behaviours, and aspire to make a difference. They act with integrity, are receptive to alternatives and foster sustainable and resilient practices.	K1, K2,K3	AT1, AT2

Learning Task and Assessment:

Learning Outcomes Assessed	Learning Tasks	Assessment Type	Weighting
K1 S1,S2,S3 A1,A2	HRM research project (individual)	Individual written assignment	20-30%
K1 S1,S2,S3 A1,A2	Research Project - Group or Individual component	Group or Individual report	20-40%
K1,K2,K3 S1,S2,S3,S4 A1,A2	Comprehensive review of the material studied in the course	Examination	40-60%

Adopted Reference Style:

APA

Refer to the [library website](#) for more information

Fed Cite - [referencing tool](#)