

**School / Faculty:** Federation Business School

**Course Title:** STRATEGIC HRM

**Course ID:** BUHRM3702

**Credit Points:** 15.00

**Prerequisite(s):** (BUHRM1501 or JH501)

**Co-requisite(s):** Nil

**Exclusion(s):** Nil

**ASCED Code:** 080303

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

**Program Level:**

AQF Level of Program						
	5	6	7	8	9	10
<b>Level</b>						
Introductory	■	■	■	■	■	■
Intermediate	■	■	■	■	■	■
Advanced	■	■	✓	■	■	■

**Learning Outcomes:**

**Knowledge:**

- K1.** Evaluate significant HRM activities at the functional, operational and strategic levels of an organisation using relevant HRM theory
- K2.** Analyse the effectiveness of HR policy and strategy within an organisation
- K3.** Explain how work can be organised to maximise the contribution of an organisation’s labour effort
- K4.** Identify the complex relationship between strategic and operational HR activities
- K5.** Relate the impact of environmental and other factors on SHRM

**Skills:**

- S1.** Develop effective and appropriate HR strategies to meet organisational needs
- S2.** Integrate HR strategies with the strategic direction of an organisation
- S3.** Apply established theories of SHRM to organisational strategic contexts
- S4.** Interpret and relate HR strategies and operational activities to specialist and non-specialist audiences

**Application of knowledge and skills:**

- A1.** Apply SHRM concepts in a variety of HR and industry contexts

# Course Outline (Higher Education)

BUHRM3702 STRATEGIC HRM

**A2.** Demonstrate initiative and judgement in the application of SHRM practices

## Course Content:

The area of SHRM is broad and covers organisational strategies and contexts that influence how managers and subordinates interact and relate with each other to more effectively meet organisational goals.

## Values and Graduate Attributes:

### Values:

- V1.** Appreciate the interface of theory and practice
- V2.** Value foresight in the progress of management science
- V3.** Value the development of a mastery of concepts
- V4.** Appreciate the complexity of SHRM in a variety of industry, cultural and strategic contexts

### 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 confidence gained from contemporary management/HRM challenges of this course, will motivate graduates to seek out further opportunities to apply and develop their skills.	Low
Critical, creative and enquiring learners	Contemporary management/HRM theory will contribute to the rounding of the student's management education, providing them with the knowledge and confidence to make or contribute to independent, valid and reliable business decisions.	Low
Capable, flexible and work ready	Graduates of this course will feel empowered to engage in and contribute to constructive dialogue with managers and other primary decision-makers in their workplace or community.	High
Responsible, ethical and engaged citizens	This course will ensure that students make decisions that are equally informed by considerations of ethics and corporate social responsibility.	Medium

## Learning Task and Assessment:

Learning Outcomes Assessed	Assessment Task	Assessment Type	Weighting
K1,K2 S1,S2 A1,A2	Evaluate current theory and issues in SHRM practice.	In class test	20-30%
K3,K4,K5 S1,S2,S3,S4 A1,A2	Research, critical analysis then synthesising information into group report that examines a student based SHRM project.	Group Project: Oral presentation and written report	30-40%

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Learning Outcomes Assessed	Assessment Task	Assessment Type	Weighting
K1,K2,K3,K4 S1,S2,S3,S4 A1,A2	Evaluate current theory and issues in SHRM practice.	Exam	40-50%

## Adopted Reference Style:

APA