

# Course Outline (Higher Education)

**School:** Federation Business School

**Course Title:** MANAGING PEOPLE

**Course ID:** BUHRM5913

**Credit Points:** 15.00

**Prerequisite(s):** Nil

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

**Exclusion(s):** (BUHRM5912)

**ASCED Code:** 089999

## Description of the Course :

Today success of an organisation largely depends on how effectively leaders can manage their people. Effective people management is directly correlated with enhanced organisational performance. This course explores how leaders can effectively lead and manage their people to gain competitive advantage. This course has been designed using relevant theoretical frameworks, real-world cases on practical challenges to reflect on practices in the workplace thus allowing leaders to develop critical skills in managing people's motivation, behaviour and engagement, to accelerate their individual performance leading to higher organisational outputs.

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

**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:

AQF Level of Program						
	5	6	7	8	9	10
Level						
Introductory	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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:

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On successful completion of the course the students are expected to be able to:

## Knowledge:

- K1.** Appreciate the effects of leaders' behaviour on their people and overall organisational productivity.
- K2.** Understand how people work as individuals and as group members within the organisational setting
- K3.** Appraise the principal elements of human resource management and assess their relationship to the strategic and operational management of organisations
- K4.** Examine leading ideas and trends in managing people and judge its generalisability to both domestic and global organisations

## Skills:

- S1.** Interpret the needs and benefits of managing people within the organisation
- S2.** Develop effective strategies in managing people, being aware of individual and group dynamics in the organisational
- S3.** Develop personal and organisational strategies for managing and leading people in cross cultural organisational settings
- S4.** Prepare a report for management which communicates strategies to improve HRM practices within the organisation

## Application of knowledge and skills:

- A1.** Acquire practical skills through the application of knowledge to solve organisational problems in the design and management of people in new and varied situations
- A2.** Develop capabilities in leading people to become contributors to organisational success
- A3.** Apply relevant frameworks, concepts and self-reflections to analyse organisational environment in order to devise effective strategies leading to higher individual and organisational performance

## Course Content:

Topics may include:

- Dynamics of individual and group behaviour
  - Building teams
  - Managing diversity
  - Cultures across the world (managing people within global context)
  - Intergenerational teams
  - Women in the workforce
  - Gen-next workforce
- Managing self:
  - Personality and emotion
  - Power, influence and political skills
  - Communication, conflict and negotiation
  - Career advancement and development
- Developing others:
  - Motivation
  - Leadership styles
- Managing employee retention and turnover
  - Applied performance practices
  - The art of giving feedback
  - Shaping culture

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- Industrial relations, legal and ethical issues in managing people and organisation

## Values:

- V1.** Advocate the role of effective leadership in managing people in the organisation to gain competitive advantage
- V2.** Appreciate the critical role of human resource management practices in enhancing individual performance and job satisfaction to increase organisational outputs.
- V3.** Help leaders understand how people work being an individual and part of a dynamic team to achieve individual and organisational goals.
- V4.** Value ethical approaches of leadership in managing people to support their career advancement and growth
- V5.** Support developing strategies in ensuring equity and diversity in the workplace and leading people in cross cultural settings for sustainable organisational outcomes

## 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	Graduates will be able to familiarise themselves with the key concepts and frameworks on managing people through understanding of individual and group dynamisms.	Medium
Critical, creative and enquiring learners	Graduates will demonstrate skills of how to analyse practical business problems on managing people to develop workable strategies though critical self-reflections and inquiry of relevant literature.	High
Capable, flexible and work ready	Graduates will be able to apply relevant concepts, theories and framework in solving practical organisational problems to manage people effectively both independently and collaboratively.	High
Responsible, ethical and engaged citizens	Being aware of the business environment and legal systems, will enable graduates to be responsible, ethical and engaged citizen through demonstrating ethical leadership in the workplace.	Medium

## Learning Task and Assessment:

Learning Outcomes Assessed	Learning Tasks	Assessment Type	Weighting
K1, K2, K3 S1 A1	Students are required to demonstrate their familiarity with the key concepts, theories, strategies used to manage people in the workplace and their effects on organisational outcomes.	Individual reflective journal/report/quiz/case analysis or any combinations of these	10%-20%
K2, K4, S1, S2, S3, S4 A2	Analysis, synthesis of organisational problems and preparing justified recommendations for the decision makers	Group project report	20%-30%

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Learning Outcomes Assessed	Learning Tasks	Assessment Type	Weighting
K1, K2, K3, K4 A1	Presentation of report findings	Individual presentation of group report	10%-20%
K1, K2, K3, K4 A3, S2	The exam requires students to demonstrate a solid understanding of the key concepts, theories on managing people and their applications on solving organisational problems using self-reflections.	Online/Formal exam	40%-50%

## Adopted Reference Style:

APA