

School / Faculty: Federation Business School

Course Title: STRATEGIC HUMAN RESOURCE MANAGEMENT

Course ID: BUHRM6936

Credit Points: 15.00

Prerequisite(s): (BN412 or BUHRM5912)

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
Level						
Introductory	■	■	■	■	■	■
Intermediate	■	■	■	■	■	■
Advanced	■	■	■	■	✓	■

Learning Outcomes:

Knowledge:

- K1.** Examine the theoretical underpinnings of SHRM
- K2.** Contrast the different theoretical models used in SHRM
- K3.** Discover the role of SHRM in achieving organisational strategic objectives
- K4.** Differentiate between SHRM and functional middle-level human resource management practices
- K5.** Evaluate the integration of SHRM and strategic management in the organisational setting
- K6.** Recognise the components of SHRM and their respective uses

Skills:

- S1.** Justify and interpret SHRM theory while undertaking appropriate research in order to enhance the implementation of SHRM within an organisation
- S2.** Analyse contemporary trends and theories and their impact upon the effective contribution of SHRM
- S3.** Manage a talent acquisition system by assessing both internal and external demographics and environments
- S4.** Create a SHRM strategy for an organisation and communicate the results in professional oral and/or written form suitable to the client

Course Outline (Higher Education)

BUHRM6936 STRATEGIC HUMAN RESOURCE MANAGEMENT

Application of knowledge and skills:

- A1.** Analyse the strategic needs of an organisation and determine appropriate SHRM strategies to achieve desired organisational goals and objectives
- A2.** Use initiative and creativity to resolve SHRM challenges
- A3.** Work with an organisation to identify its SHRM needs and determine the most appropriate SHRM strategies and plan their implementation

Course Content:

Topics may include:

- Introduction to SHRM
- The relationship between strategic human resource management and organisational strategies
- The links between organisational strategies and culture, structure, talent acquisition, motivation and retention strategies, communication, technology, remuneration and benefit strategies, team-based approaches, demographic analysis and research

Values and Graduate Attributes:

Values:

- V1.** Recognise the contribution of SHRM to achieving organisational objectives
- V2.** Value the role of SHRM in developing corporate strategic plans
- V3.** Appreciate the role of both internal and external environments in SHRM
- V4.** Appreciate the different needs and perspectives of stakeholders

Learning Task and Assessment:

Learning Outcomes Assessed	Assessment Task	Assessment Type	Weighting
K1,K2,K3,K4 S1,S2,S3 A1	Individuals will analyse a case study, drawing upon content and activities covered in class as well as individual research to formulate recommendations.	Case Analysis	10-30%
K4,K5 S1,S3,S4 A1,A2,A3	Groups will form to identify the SHRM needs of an organisation and effectively communicate appropriate strategies to deal with them.	Group Presentation and Report	20-40%
K1,K4,K5,K6 S2,S3 A2	The exam will draw upon the core principles studied throughout the course. Learners will need to analyse, evaluate, synthesise and determine appropriately justified strategies.	Exam	40-60%

Adopted Reference Style:

APA