

Unit Outline (Higher Education)

Institute / School:	Institute of Health and Wellbeing
Unit Title:	HUMAN RESOURCE MANAGEMENT FOR SPORT
Unit ID:	ISMAN1007
Credit Points:	15.00
Prerequisite(s):	Nil
Co-requisite(s):	Nil
Exclusion(s):	Nil
ASCED:	080303

Description of the Unit:

This unit introduces students to the key issues, theories and concepts in contemporary Human Resource Management (HRM) in a sporting context. This unit examines how sporting organisations develop a competitive edge in HRM by examining HRM practices, policies and activities designed with this aim in mind. Students will be provided with an understanding of the functions of HRM and how HRM integrates and interrelates with other functions of sport management. This unit will explore the unique aspects and associated challenges of HRM in sport from a global perspective including the management of professional staff and the volunteer workforce.

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

Work Experience:

No work experience: Student is not undertaking work experience in industry.

Placement Component: No

Supplementary Assessment: Yes

Where supplementary assessment is available a student must have failed overall in the Unit but gained a final mark of 45 per cent or above, has completed all major assessment tasks (including all sub-components where a task has multiple parts) as specified in the Unit Description and is not eligible for any other form of supplementary assessment

Course Level:

Level of Unit in Course	AQF Level of Course					
	5	6	7	8	9	10
Introductory	■	■	✓	■	■	■
Intermediate	■	■	■	■	■	■
Advanced	■	■	■	■	■	■

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 for sport organisations.
- K3.** Identify and explain unique aspects and challenges of HRM for international and national sport organisations.

Skills:

- S1.** Compare and contrast HRM theories and functions to the practice of HRM activities for international and national sport organisations.
- S2.** Determine appropriate HRM management practices for international and national sporting organisations.
- S3.** Demonstrate and synthesise strategies to meet HRM issues, challenges and future trends for international and national sport.

Application of knowledge and skills:

- A1.** Evaluate and apply a diverse range of HRM functions and strategies to international and national sport organisations using appropriate HRM theories.
- A2.** Relate HRM theories and concepts to current HRM issues from an ethical, socially responsible and international perspective.

Unit Content:

Unit content topics may include:

- What is human resource management?
- Labour market for sport - professional and volunteer workforce
- Strategic human resource planning
- Job analysis and job design
- Recruitment and selection
- Performance management
- Compensation and benefits in sport
- Motivation for HRM
- Volunteers in sport
- Managing change for HRM
- Health and safety in sport management
- Managing diversity in sport

Learning Task and Assessment:

Learning Outcomes Assessed	Assessment Tasks	Assessment Type	Weighting
K1, K3, A1, A2	Review HRM challenges to determine appropriate HRM practices within a sporting context.	Case study	30-40%
K1, K2, S1, S2, A1, A2	Review HRM theories and functions of international and national sport organisations to determine best HRM practices.	Video presentation	30-40%
K1, K2, K3, S1, S2, S3	Reflect on HRM practices within a sporting context scenario and synthesise strategies to meet HRM challenges.	HRM analysis report.	20-40%

Adopted Reference Style:

APA

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

Fed Cite - [referencing tool](#)