

**School / Faculty:** Federation Business School

**Course Title:** STRATEGIC HUMAN RESOURCE MANAGEMENT

**Course ID:** BSMAN3003

**Credit Points:** 15.00

**Prerequisite(s):** Nil

**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.** Outline the relationship between strategic human resource management, business strategies and human resource functions
- K2.** Discuss the links between strategic human resource management and organizational strategy, structure, culture and policy
- K3.** Evaluate the impact of Australia’s industrial relations environment on strategic human resource management
- K4.** Assess the extent to which a strategic approach to human resource management can lead to sustainable competitive advantage for an organization
- K5.** Apply a theoretical perspective to the evaluation of human resource policies and practices
- K6.** Compare and contrast the theoretical and practical perspectives of strategic human resource management

**Skills:**

- S1.** Recommend changes to human resource policies and practices designed to facilitate a more strategic approach to human resource management
- S2.** Investigate and evaluate evidence of the link between strategic human resource management and long-term organizational performance

# Course Outline (Higher Education)

## BSMAN3003 STRATEGIC HUMAN RESOURCE MANAGEMENT

- S3.** Debate the role of strategic human resource management in achieving recognition as an 'employer of choice'
- S4.** Evaluate the impact of environmental factors on strategic human resource management
- S5.** Assess the impediments to human resource management playing a more integral role in overall organizational strategy

### Application of knowledge and skills:

- A1.** Independently apply the theoretical perspectives of strategic human resource management to the evaluation of functional, operational and strategic human resource policies and activities
- A2.** Critically evaluate the benefits that can be achieved by ensuring that human resource strategy plays an integral role in the development of overall organizational strategy

### Course Content:

Topics may include:

- Strategy and strategic management
- Strategic human resource management
- The context of human resources management
- The industrial relations environment
- The functional perspective of human resource management
- Strategic reward management
- Linking human resource systems to organizational performance
- Employer of choice
- Human resources and sustained competitive advantage

### Values and Graduate Attributes:

This course will help students to develop values and attributes that will enable them to:

#### Values:

- V1.** Manage a business unit or organisation with a focus on effective and ethical human resource management
- V2.** Be valued highly by employers for their ability contribute to an organisation's corporate strategy

#### Graduate Attributes:

# Course Outline (Higher Education)

## BSMAN3003 STRATEGIC HUMAN RESOURCE MANAGEMENT

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 research undertaken as part of this course will motivate and enable students to seek out further professional or academic opportunities to develop their understanding of emerging trends in human resource management and strategy	High
Critical, creative and enquiring learners	Strategic HRM 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.	Medium
Capable, flexible and work ready	Graduates of this course will feel empowered to contribute to organisations at a strategic level	Medium
Responsible, ethical and engaged citizens	Students will appreciate the need to balance organisational objectives with those of individual employees	Low

### Learning Task and Assessment:

Learning Outcomes Assessed	Assessment Task	Assessment Type	Weighting
K1 - K5 S1, S2 A1, A2	Strategic human resource management and organizational performance	Report/ Essay/ Case study	25 - 35%
K4 - K6 S3, S4 A2	Human resource strategy and 'employer of choice'	Report/ Essay/ Case study	25 - 35%
K2, K3, K6 S1, S4, S5 A2	Examination to assess attainment of required learning outcomes	Examination	40 - 50%

### Adopted Reference Style:

APA