

School / Faculty: Federation Business School

Course Title: HUMAN RESOURCE DEVELOPMENT

Course ID: BUHRM2601

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

Learning Outcomes:

Knowledge:

- K1.** Describe the function of HRD from the perspectives of the practitioner and management
- K2.** Appraise the relationship between HRD and HRM activities
- K3.** Contrast various training and development practices within an organisation
- K4.** Analyse how the HRD function contributes to the achievement of an organisation's goals through constructive discussion in the workplace

Skills:

- S1.** Prepare a Training Needs Analysis
- S2.** Identify appropriate HRD strategies to meet performance problems
- S3.** Design, deliver and evaluate training programs
- S4.** Design, implement and evaluate non-training development programs

Application of knowledge and skills:

- A1.** Identify a diverse range of HRD functions across multiple industries from a global perspective using appropriate HRD theories

Course Outline (Higher Education)

BUHRM2601 HUMAN RESOURCE DEVELOPMENT

- A2.** Prepare HRD programs to assist with current training and development issues from an ethical, socially responsible and international perspective

Course Content:

Topics may include:

- Introduction to employee training and development
- Strategic training
- Assessment of HRD needs TNA/HRDNI
- Learning: theories, program design and transfer of learning
- Traditional training methods
- Training evaluation
- Employee development
- Career management and special challenges in career management
- E-Learning
- Special issues in employee training and development
- The future of training and development.

Values and Graduate Attributes:

Values:

- V1.** Appreciate the importance of the role of HRD for staff and for organisations
V2. Appreciate the need for HRD as a contribution to a highly skilled Australian workforce
V3. Defend the need for HRD in organisations

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.

Course Outline (Higher Education)

BUHRM2601 HUMAN RESOURCE DEVELOPMENT

Attribute	Brief Description	Focus
Knowledge, skills and competence	The course is designed to provide a foundation of HRD knowledge and will motivate graduates to explore opportunities to undertake further studies in the area of HRD and develop HRD knowledge and skills.	Medium
Critical, creative and enquiring learners	The course will develop a student's self-reliance through both the individual and group tasks by gaining a greater understanding of the requirements to manage themselves and work with others to achieve successful outcomes.	Low
Capable, flexible and work ready	Graduates of the course will feel confident to engage in constructive discussion with managers in the workplace and community on a wide range of critical issues.	Medium
Responsible, ethical and engaged citizens	Graduates of the course will understand and be able to implement ethical decision making and understand the impact decisions have on the community.	Low

Learning Task and Assessment:

Learning Outcomes Assessed	Assessment Task	Assessment Type	Weighting
K1,K3,K4 S1,S2 A1	HRD portfolio/reflective assignment	Individual assignment	20-30%
K1,K3 S1,S2,S3,S4 A1,A2	Research Project including design and delivery of a training workshop	Group workshop design and delivery	20-40%
K1,K2,K3,K4 S1,S2,S3,S4 A1,A2	Comprehensive review of the material studied in the course	Examination	40-60%

Adopted Reference Style:

APA