



Course Outline (Higher Education)

School:	Federation Business School
Course Title:	STRATEGIC HUMAN RESOURCE MANAGEMENT
Course ID:	BUHRM3702
Credit Points:	15.00
Prerequisite(s):	(BUHRM1501 or JH501)
Co-requisite(s):	Nil
Exclusion(s):	Nil
ASCED:	080303

Description of the Course :

The aim of this course is to examine the role of Strategic Human Resource Management (SHRM) in contributing to the long-term performance and viability of the firm. The course will be taught mainly from the perspective of the Human Resource (HR) Manager and the HR practitioner and will include theoretical aspects and policy analysis as well as practical skills development.

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:

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

Learning Outcomes:

Knowledge:

- K1.** Evaluate significant HRM activities at the functional, operational and strategic levels of an organisation using relevant HRM theory
- K2.** Analyse the effectiveness of HR policy and strategy within an organisation
- K3.** Explain how work can be organised to maximise the contribution of an organisations labour effort
- K4.** Identify the complex relationship between strategic and operational HR activities
- K5.** Relate the impact of environmental and other factors on SHRM

Skills:

- S1.** Develop effective and appropriate HR strategies to meet organisational needs
- S2.** Integrate HR strategies with the strategic direction of an organisation
- S3.** Apply established theories of SHRM to organisational strategic contexts
- S4.** Interpret and relate HR strategies and operational activities to specialist and non-specialist audiences

Application of knowledge and skills:

- A1.** Apply SHRM concepts in a variety of HR and industry contexts
- A2.** Demonstrate initiative and judgement in the application of SHRM practices

Course Content:

The area of SHRM is broad and covers organisational strategies and contexts that influence how managers and subordinates interact and relate with each other to more effectively meet organisational goals.

Values:

- V1.** Appreciate the interface of theory and practice
- V2.** Value foresight in the progress of management science
- V3.** Value the development of a mastery of concepts
- V4.** Appreciate the complexity of SHRM in a variety of industry, cultural and strategic contexts

Graduate Attributes

The Federation University FedUni graduate attributes (GA) are entrenched in the Higher Education Graduate Attributes Policy (LT1228). FedUni graduates develop these graduate attributes through their engagement in explicit learning and teaching and assessment tasks that are embedded in all FedUni programs. Graduate attribute attainment typically follows an incremental development process mapped through program progression. **One or more graduate attributes must be evident in the specified learning outcomes and assessment for each FedUni course, and all attributes must be directly assessed in each program**

Graduate attribute and descriptor	Development and acquisition of GAs in the course
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		Learning Outcomes (KSA)	Code A. Direct B. Indirect N/A Not addressed	Assessment task (AT#)	Code A. Certain B. Likely C. Possible N/A Not likely
GA 1 Thinkers	Our graduates are curious, reflective and critical. Able to analyse the world in a way that generates valued insights, they are change makers seeking and creating new solutions.	K1, K2, K4, S1, S3, A1, A2	A	AT1, AT2	A
GA 2 Innovators	Our graduates have ideas and are able to realise their dreams. They think and act creatively to achieve and inspire positive change.	S1, A1, A2	B	AT1, AT2, AT3	C
GA 3 Citizens	Our graduates engage in socially and culturally appropriate ways to advance individual, community and global well-being. They are socially and environmentally aware, acting ethically, equitably and compassionately.	K1, K5, S1, A1	B	AT1, AT2, AT3	C
GA 4 Communicators	Our graduates create, exchange, impart and convey information, ideas, and concepts effectively. They are respectful, inclusive and empathetic towards their audience, and express thoughts, feelings and information in ways that help others to understand.	K3, S1, S2, S3, S4, A1, A2	A	AT1, AT2, AT3	A
GA 5 Leaders	Our graduates display and promote positive behaviours, and aspire to make a difference. They act with integrity, are receptive to alternatives and foster sustainable and resilient practices.	A1, A2	B	AT1	C

Learning Task and Assessment:

Learning Outcomes Assessed	Learning Tasks	Assessment Type	Weighting
K1,K2 S1,S2 A1,A2	Evaluate current theory and issues in SHRM practice.	Individual Report	20-30%
K3,K4,K5 S1,S2,S3,S4 A1,A2	Research, critical analysis then synthesising information into report that examines a student based SHRM project.	Report: Individual or Pair	30-40%
K1,K2,K3,K4 S1,S2,S3,S4 A1,A2	Evaluate current theory and issues in SHRM practice.	Test / Final Assessment	40-50%

Adopted Reference Style:

APA