Course Outline (Higher Education)

School / Faculty:	Federation Business School
Course Title:	PERFORMANCE MANAGEMENT IN A DIVERSE WORKPLACE
Course ID:	BUHRM3730
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. Identify the various cultural and political groups in organisations and the historical and social contexts from which they derive

K2. Determine gender implications for organisations and management with a view to gaining further knowledge in the area

K3. Relate the theoretical aspects of performance management in a diverse environment to enable constructive discussion in the workplace

K4. Identify and contrast the major types of performance appraisal and counselling systems

K5. Determine the need for counselling in a Human Resource Management context.

Skills:

S1. Identify and contrast the strategies needed to manage a diverse workforce

S2. Consolidate and synthesise self-reliance through developing interpersonal communication skills in a context of diversity

S3. Transfer complex knowledge by engaging in conflict management and mediation, including counselling staff relative to personal and professional issues and concerns

S4. Analyse and evaluate performance management interviews.

Correction to Program Level table — the ✔ is under AQF Level **7**:

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5	**6**	**7**	**8**	**9**	**10**
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Application of knowledge and skills:

A1. Independently identify a diverse range of performance management and diversity functions, across various industries from a global perspective, using appropriate performance management and diversity theories

A2. Design, develop, implement and evaluate performance management and diversity concepts from an ethical, socially responsible and international perspective to assist in the management of rapidly changing environments.

Course Content:

Topics may include:

- Gender, class and ethnicity in the workplace

- Cultural similarities and differences in a multicultural Australia

- Communication and counselling

- Communicating with a multicultural workforce

- Counselling skills

- Mediation and conflict management

- Performance feedback counselling

- Performance appraisal counselling

- Discipline counselling

- Career counselling

- Personal counselling

Values and Graduate Attributes:

Values:

V1. Appreciate a multi-cultural nation and workforce

V2. Appreciate the need for Human Resource Management strategies to maximise the potential of all staff

V3. Appreciate the needs and benefits of counselling staff for performance, career and coping at work.

Graduate Attributes:

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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 course is designed to provide a foundation of Performance Management knowledge and will motivate graduates to explore opportunities to undertake further studies in the area of performance management in a diverse workplace.	High
Critical, creative and enquiring learners	The course will develop 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.	Medium
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.	Low
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, K2, K3, K4,K5, S1 A1	Evaluation of current theory	Essay, test or case study	20-40%
K1, K2, K3, K4, K5 S1 A1, A2	Individual Research	Individual Written report	30-40%
K1, K2, K3, K4, K5 S1, S2, S3, S4 A1, A2	Group project	Role play/Presentation with group and individual component and written submission	30-50%

Adopted Reference Style:

APA