Course Outline (Higher Education)

School / Faculty:	Federation Business School
Course Title:	HUMAN RESOURCE MANAGEMENT
Course ID:	BUHRM5912
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**
Level					
Introductory				✔		
Intermediate						
Advanced						

Learning Outcomes:

Knowledge:

K1. Outline the human resource management process within an organisation in order to determine the role of human resource management (HRM) in strategic planning

K2. Differentiate between different human resource management strategies

K3. Evaluate the effectiveness of human resource management functions

K4. Appraise the principal elements of human resource management and assess their relationship to the strategic and operational management of organisations

K5. Examine human resource management principles and theories and judge their generalisation to both domestic and global organisations

Skills:

S1. Critique existing and relevant literature and evaluate HRM theories' impact upon human resource management

S2. Interpret HRM needs and benefits and determine the most appropriate HRM method(s) for management

S3. Prepare a report for management which communicates the development of strategies to improve HRM practices within the organisation

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Application of knowledge and skills:

A1. Transfer and apply HRM concepts in new and varied situations

A2. Use independent judgement in developing a solution to an HRM problem in a new situation

Course Content:

Topics may include:

- Introducing HRM

- The management of human resources in the firm.

- The scope, objectives and strategic aims of HRM;

- Human resource planning and information systems;

- Job analysis, design and evaluation;

- Recruitment and selection

- Managing employee retention and turnover;

- Human resource development;

- Reward and compensation systems, performance related pay;

- Performance management;

- Evaluating human resource management

- Industrial relations

- Workplace issues and themes such as equal opportunity, quality management and global perspectives of HRM

Values and Graduate Attributes:

Values:

V1. Appreciate the important role human resource management plays in the workplace

V2. Believe in the need for organisations to utilise effective human resource management strategies

V3. Want to contribute to the effective human resource management of staff in an organisation

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V4. Support the role that effective human resource management can play in improving the quality of work life for individuals and in improving organisational effectiveness

Learning Task and Assessment:

Learning Outcomes Assessed	Assessment Task	Assessment Type	Weighting
K1, K2, K3 S1 A1	Students are required to assess the effectiveness of HRM practices and make recommendations for improvement in their chosen organisation(s).	Essay/ Assignment / Report	20-30%
K2, K4, K5 S1, S2, S3 A2	Students need to analyse an HRM problem and work cooperatively and productively in a group to apply HRM principles to solving the problem. They will need to engage in research and enquiry to provide support for their solution.	Presentation and Report	30-40%
K1, K2, K3, K4 A1	The exam requires students to have a critical understanding of principal elements of HRM and their relationships to the strategic and operational management of organisations	Exam	40-50%

Adopted Reference Style:

APA