

Unit Outline (Higher Education)

Institute / School: Institute of Innovation, Science & Sustainability

Unit Title: Managing People

Unit ID: BUHRM5913

Credit Points: 15.00

Prerequisite(s): Nil

Co-requisite(s): Nil

Exclusion(s): (BUHRM5912)

ASCED: 089999

Description of the Unit:

Today success of an organisation largely depends on how effectively leaders can manage their people. Effective people management is directly correlated with enhanced organisational performance. This unit explores how leaders can effectively lead and manage their people to gain competitive advantage. This unit has been designed using relevant theoretical frameworks, real-world cases on practical challenges to reflect on practices in the workplace thus allowing leaders to develop critical skills in managing people's motivation, behaviour and engagement, to accelerate their individual performance leading to higher organisational outputs.

Grade Scheme: Graded (HD, D, C, P, MF, F, XF)

Work Experience:

Not wholly work experience: Student is not undertaking work experience in industry or student is undertaking work experience in industry where learning and performance is directed by the provider.

Placement Component: No

Supplementary Assessment: Yes

Where supplementary assessment is available a student must have failed overall in the Unit but gained a final mark of 45 per cent or above, has completed all major assessment tasks (including all sub-components where a task has multiple parts) as specified in the Unit Description and is not eligible for any other form of

supplementary assessment

Course Level:

| Level of Unit in Course | AQF Level of Course | | | | | |
|-------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|--------------------------|
| | 5 | 6 | 7 | 8 | 9 | 10 |
| Introductory | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" 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 type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Learning Outcomes:

On successful completion of the unit the students are expected to be able to:

Knowledge:

- K1.** Appreciate the effects of leaders' behaviour on their people and overall organisational productivity.
- K2.** Understand how people work as individuals and as group members within the organisational setting
- K3.** Appraise the principal elements of human resource management and assess their relationship to the strategic and operational management of organisations
- K4.** Examine leading ideas and trends in managing people and judge its generalisability to both domestic and global organisations

Skills:

- S1.** Interpret the needs and benefits of managing people within the organisation
- S2.** Develop effective strategies in managing people, being aware of individual and group dynamics in the organisational
- S3.** Develop personal and organisational strategies for managing and leading people in cross cultural organisational settings
- S4.** Prepare a report for management which communicates strategies to improve HRM practices within the organisation

Application of knowledge and skills:

- A1.** Acquire practical skills through the application of knowledge to solve organisational problems in the design and management of people in new and varied situations
- A2.** Develop capabilities in leading people to become contributors to organisational success
- A3.** Apply relevant frameworks, concepts and self-reflections to analyse organisational environment in order to devise effective strategies leading to higher individual and organisational performance

Unit Content:

Topics may include:

- Dynamics of individual and group behaviour
 - Building teams
 - Managing diversity
 - Cultures across the world (managing people within global context)
 - Intergenerational teams
 - Women in the workforce
 - Gen-next workforce
- Managing self:
 - Personality and emotion

- Power, influence and political skills
- Communication, conflict and negotiation
- Career advancement and development
- Developing others:
 - Motivation
 - Leadership styles
- Managing employee retention and turnover
 - Applied performance practices
 - The art of giving feedback
 - Shaping culture
 - Industrial relations, legal and ethical issues in managing people and organisation

Learning Task and Assessment:

| Learning Outcomes Assessed | Assessment Tasks | Assessment Type | Weighting |
|----------------------------|--|--|-----------|
| K1, K2, K3 S1 A1 | Students are required to demonstrate their familiarity with the key concepts, theories, strategies used to manage people in the workplace and their effects on organisational outcomes. | Individual reflective journal/report/quiz/case analysis or any combinations of these | 10%-20% |
| K2, K4, S1, S2, S3, S4 A2 | Analysis, synthesis of organisational problems and preparing justified recommendations for the decision makers | Group project report | 20%-30% |
| K1, K2, K3, K4 A1 | Presentation of report findings | Individual presentation of group report | 10%-20% |
| K1, K2, K3, K4 A3, S2 | The exam requires students to demonstrate a solid understanding of the key concepts, theories on managing people and their applications on solving organisational problems using self-reflections. | Online/Formal exam | 40%-50% |

Adopted Reference Style:

APA

Refer to the [library website](#) for more information

Fed Cite - [referencing tool](#)