Course Outline (Higher Education)

Institute / School:	Institute of Innovation, Science & Sustainability
Course Title:	STRATEGIC HUMAN RESOURCE MANAGEMENT
Course ID:	BUHRM6936
Credit Points:	15.00
Prerequisite(s):	(BN412 or BUHRM5912)
Co-requisite(s):	Nil
Exclusion(s):	Nil
ASCED:	080303

Description of the Course:

This course enables students to understand the integration of human resource functions with strategic organisational directions and objectives. This course provides an in-depth guide to senior management practices with a focus on strategic human resource management and enables learners to develop the cognitive ability to analyse and evaluate organisational practices and objectives.

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

Work Experience:

No work experience: Student is not undertaking work experience in industry.

Does Recognition of Prior Learning apply to this course?   No

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						

Level of course in Program	AQF Level of Program					
	5	**6**	**7**	**8**	**9**	**10**
Intermediate	☐	☐	☐	☐	☐	☐
Advanced	☐	☐	☐	☐	✔	☐

Learning Outcomes:

Knowledge:

K1. Examine the theoretical underpinnings of SHRM

K2. Contrast the different theoretical models used in SHRM

K3. Explain the role of SHRM in achieving organisational strategic objectives

K4. Differentiate between SHRM and functional middle-level human resource management practices

K5. Evaluate the integration of SHRM and strategic management in the organisational setting

K6. Recognise the components of SHRM and their respective uses

Skills:

S1. Justify and interpret SHRM theory while undertaking appropriate research in order to enhance the implementation of SHRM within an organisation

S2. Analyse contemporary trends and theories and their impact upon the effective contribution of SHRM

S3. Manage a talent acquisition system by assessing both internal and external demographics and environments

S4. Create a SHRM strategy for an organisation and communicate the results in professional oral and/or written form suitable to the client

Application of knowledge and skills:

A1. Analyse the strategic needs of an organisation and determine appropriate SHRM strategies to achieve desired organisational goals and objectives

A2. Use initiative and creativity to resolve SHRM challenges

A3. Work with an organisation to identify its SHRM needs and determine the most appropriate SHRM strategies and plan their implementation

Course Content:

Topics may include:

- Introduction to SHRM

- The relationship between strategic human resource management and organisational strategies

- The links between organisational strategies and culture, structure, talent acquisition, motivation and retention strategies, communication, technology, remuneration and benefit strategies, team-based approaches, demographic analysis and research

Graduate Attributes

The Federation University Federation 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	
		Learning Outcomes (KSA)	Assessment task (AT#)
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.	K2,K4,K6,S2,A1,A2	AT1,AT2
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.	K1,K3,S2,S4,A2	AT1,AT2
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.	K5,S2,A1,A2,A3	AT1,AT2.AT3
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.	K5,S1,S4,A3	AT1,AT2,AT3
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.	K4, K6,S1,S2,S3,S4,A1,A2,A3	AT1,AT2,AT3

Learning Task and Assessment:

Learning Outcomes Assessed	Assessment Tasks	Assessment Type	Weighting
K1,K2,K3,K4 S1,S2,S3 A1	Individuals will analyse a case study, drawing upon content and activities covered in class as well as individual research to formulate recommendations.	Case Analysis	10-30%
K4,K5 S1,S3,S4 A1,A2,A3	Groups will form to identify the SHRM needs of an organisation and effectively communicate appropriate strategies to deal with them.	Group Presentation and Report	20-40%
K1,K4,K5,K6 S2,S3 A2	The final assessment will draw upon the core principles studied throughout the course. Learners will need to analyse, evaluate, synthesise and determine appropriately justified strategies in drawing conclusions as they explore a component of this course in detail.	Written Assignment	40-60%

Alignment to the Minimum Co-Operative Standards (MiCS)

The Minimum Co-Operative Standards (MiCS) are an integral part of the Co-Operative University Model. Seven criteria inform the MiCS alignment at a program level. Although courses must undertake MiCS mapping, there is NO expectation that courses will meet all seven criteria. The criteria are as follows:

1. Co-design with industry and students
2. Co-develop with industry and students
3. Co-deliver with industry
4. FedTASK alignment
5. Workplace learning and career preparation
6. Authentic assessment
7. Industry-link/Industry facing experience

MiCS program level reporting highlights how each program embraces the principals and practices associated with the Co-Operative Model. Evidence of program alignment with the MiCS, can be captured in the Program Modification Form.

MICS Mapping has been undertaken for this course   No

Date:

Adopted Reference Style:

APA

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

Fed Cite - [referencing tool](#)