



Course Outline (Higher Education)

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| School: | Federation Business School |
| 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)

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 type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |

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

Values:

- V1.** Recognise the contribution of SHRM to achieving organisational objectives
- V2.** Value the role of SHRM in developing corporate strategic plans
- V3.** Appreciate the role of both internal and external environments in SHRM
- V4.** Appreciate the different needs and perspectives of stakeholders

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 | Learning 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% |

Adopted Reference Style:

APA

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

Fed Cite - [referencing tool](#)