



Unit Outline (Higher Education)

Institute / School:	Institute of Innovation, Science & Sustainability
Unit Title:	Contemporary Human Resource Management
Unit ID:	BUMGT1103
Credit Points:	15.00
Prerequisite(s):	Nil
Co-requisite(s):	Nil
Exclusion(s):	Nil
ASCED:	080303

Description of the Unit:

This unit enables students to understand the role of Human Resource Management (HRM) in contributing to the long term performance and viability of organisations. Students will be provided with an understanding of the functions of HRM through the employee lifecycle and how HRM integrates and interrelates with other functions of management. The unit content will establish a structured framework for further specialist study in HRM.

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

Work Experience:

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

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 checked="" 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"/>

Level of Unit in Course	AQF Level of Course					
	5	6	7	8	9	10
Advanced	■	■	■	■	■	■

Learning Outcomes:

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

Knowledge:

- K1.** Examine the function of HRM from the perspective of a practitioner and the perspective of management.
- K2.** Examine the relationship between HRM and productivity and performance.
- K3.** Contrast the relationship of HRM with other areas of professional activity.

Skills:

- S1.** Analyse staffing needs and relate to organisation strategic planning.
- S2.** Relate HRM theories and models to the practice of HRM activities.
- S3.** Demonstrate and synthesise strategies to meet HRM issues and problems.
- S4.** Analyse HRM tools for activities such as performance appraisal and remuneration programs.

Application of knowledge and skills:

- A1.** Apply a diverse range of HRM functions, across multiple industries from a global perspective using appropriate HRM theories.
- A2.** Relate HRM theories and concepts to current HRM issues from an ethical, socially responsible and international perspective.

Unit Content:

Topics may include:

- An introduction to Human Resource Management including the Labour Market
- Human resource Planning, Analytics and HR information systems
- Job Analysis, Job Design and Quality of Worklife
- Recruiting and selecting Human Resources
- Performance Management and Employee Rewards
- Career Planning, Talent Management and HR Development
- Managing Equality, Diversity and Inclusion
- Employee Voice and Introduction to Industrial Relations
- Employee Health and Safety
- Managing Transformation
- International Human Resource Management
- Unit review

Learning Task and Assessment:

Learning Outcomes Assessed	Assessment Tasks	Assessment Type	Weighting
K1, S1, S2, S3, A1, A2	Individual assessment that tests knowledge of topic content.	Test of knowledge	20-30%
K1, S1, S2, S3, A1, A2	Group Assessment - Presentation and Written report	Case Analysis Presentation and written report	30-40%

Learning Outcomes Assessed	Assessment Tasks	Assessment Type	Weighting
K1, K2, K3, S1, S2, S3, S4, A1, A2	Individual assessment - Short answer questions and HRM reflection	HRM Analysis and Reflection	40-50%

Adopted Reference Style:

APA

Refer to the [library website](#) for more informationFed Cite - [referencing tool](#)