**SBM3205– Human Resource Management**

<table>
<thead>
<tr>
<th>UOS CODE</th>
<th>UOS NAME</th>
<th>CREDIT POINTS</th>
<th>STATUS</th>
</tr>
</thead>
<tbody>
<tr>
<td>SBM3205</td>
<td>Human Resource Management</td>
<td>6</td>
<td>Core</td>
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**SUMMARY**

This unit focuses on Human resource management (HRM) is the management of an organization's workforce, or human resources. It is responsible for the attraction, selection, training, assessment, and rewarding of employees, while also overseeing organisational leadership and culture, and ensuring compliance with employment and labour laws. In circumstances where employees desire and are legally authorized to hold a collective bargaining agreement, HR will also serve as the company's primary liaison with the employees' representatives (usually a labour union). HR is a product of the human relations movement of the early 20th century, when researchers began documenting ways of creating business value through the strategic management of the workforce. The function was initially dominated by transactional work such as payroll and benefits administration, but due to globalization, company consolidation, technological advancement, and further research, HR now focuses on strategic initiatives like mergers and acquisitions, talent management, succession planning, industrial and labour relations, and diversity and inclusion.

**COURSE CONVENOR**

TBA

**ASSOCIATED HIGHER EDUCATION AWARD**

- Bachelor of Business

**STUDENT WORKLOAD**

<table>
<thead>
<tr>
<th>No. timetabled hours per week</th>
<th>No. personal study hours per week</th>
<th>Total workload hours per week</th>
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<tr>
<td>5</td>
<td>5</td>
<td>10</td>
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**PRE-REQUISITE (course name)**

Nil

**OTHER RESOURCES REQUIREMENTS**

Nil

**SUBJECT WEIGHTING**

- Subject credit points – 6 credit point
- Total course credit points - 144 credit point

**MODES OF DELIVERY**

- E-learning (online)
- Face-to-face on site
- Distance/independent learning (untimetabled)
- Full-Time
- Part-Time

**LEARNING OUTCOMES FOR SUBJECT**

1. Describe and discuss the human resources function in organisations and the changing nature of work and the workplace
2. Demonstrate an understanding of how human resources management contributes to organisational goals and outcomes
3. Demonstrate an understanding of the recruitment process and the principles of equal employment opportunity
4. Describe and discuss contemporary Australian industrial relations processes and associated entities
5. Identify and explain the roles of key stakeholders in the industrial relations process
6. Describe and discuss key HRM principles and practices including organisational training and development, performance management and review, staff motivation and empowerment, and the influence of cultural diversity in the workplace.

**ASSESSMENT TASK**

<table>
<thead>
<tr>
<th>TYPE</th>
<th>WHEN ASSESSED – YEAR, SESSION AND WEEK</th>
<th>WEIGHTING</th>
<th>LINKED LEARNING OUTCOMES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Quizzes</td>
<td>Four quizzes commencing in week three and continuing every three weeks.</td>
<td>20% (5% for each quiz)</td>
<td>1 - 6</td>
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<tr>
<td>Essay</td>
<td>The essay is required by the end of week 10.</td>
<td>30%</td>
<td>2, 3, and 6</td>
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Quizzes are developed to ensure that students study regularly and are familiar with the material discussed and presented each week in lectures and tutorials. Quizzes take approximately 15-20 minutes to complete and may include multiple choice questions, problem solving exercises, and short answer questions.

Essays test a student's ability to assess information, formulate arguments, and critically evaluate different
alternatives to issues or problems.
In this assessment students must write a 2500-word essay on one of the following topics:
- How HRM contributes to organisational efficiency and effectiveness
- The role and importance of organisational training and development
- Strategies to manage issues associated with cultural diversity in workplace
- Contemporary theories and practices of strategic remuneration.
The precise wording of the essay should be confirmed with the unit coordinator by the end of week three.

<table>
<thead>
<tr>
<th>Final examination</th>
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<td>Examinations assess students' understanding and comprehension of theoretical and practical knowledge presented throughout the unit. The unit’s final examination will be a three-hour closed book exam and will include a series of multiple choice questions and short answer problem solving exercises.</td>
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**PRESCRIBED FOR THE COURSE**

<table>
<thead>
<tr>
<th>PRINTED MATERIALS</th>
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| Extensive lectures notes, case study material and other information will be provided on-line as part of this course. | Prescribed text  

**WEB SITES**

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| No single Web site presents all the necessary knowledge that students need to learn and apply. However, opposite are some useful sites to visit. | Online useful sources of references are:  
Australian Department of Education, Employment and Workplace Relations (DEEWR)  
http://www.deewr.gov.au  
Australian Industrial Relations Commission  
http://www.airc.gov.au  
Australian Institute of Management (AIM)  
http://www.aim.com.au  
Fair Work commission  
HRM Guide Australia  
http://www.hrmguide.net/australia/index.htm  
Human Resources Guide  
http://www.hr-guide.com |