

# BUS6009 Human Resources Management and Employment Relations

## Unit Description

Human Resources Management (HRM) and the dynamics of employment relationships have become critical pillars of organisational success across all industries. As the global workforce evolves in response to technological innovation, economic shifts and sociocultural change, the HR profession plays a central role in shaping agile, inclusive and sustainable workplaces. This unit explores the strategic, legal and behavioural dimensions of HRM, equipping students with the knowledge and tools to navigate the complexities of workforce planning, employee engagement and industrial relations. In a climate where organisations must continuously adapt to change, from remote work models to emerging labour laws, HR professionals are increasingly required to lead transformation with insight, responsiveness and ethical foresight. Through case studies, applied frameworks, and critical reflection, this unit prepares students to engage with contemporary HR challenges and contribute meaningfully to high-performing, people-centred organisations.

<b>Credit Points</b>	8 credit points
<b>Duration</b>	12 weeks (10 teaching weeks and 2 revision and assessment weeks)

## Unit Learning Outcomes

On successful completion of this unit, students will be able to:

1. Assess the strategic contribution of human resources management in modern organisations.
2. Interpret and integrate legal and ethical principles relevant to employment relations.
3. Investigate recruitment, performance management and remuneration practices within diverse organisational contexts.
4. Appraise the procedures and consequences associated with employment termination.
5. Formulate approaches for managing workforce diversity and navigating organisational change.
6. Analyse the influence of social and organisational power structures on workplace relationships.