

## **SBM3205 Human Resource Management**

### **Unit Description**

This unit introduces and explores the major concepts and perspectives in Human Resource Management (HRM). HRM is the managing and planning of an organization's workforce, or human resources. It is responsible for the attracting, selecting, training, assessing, and rewarding of employees, while also overseeing organizational leadership and culture, and ensuring compliance with employment and labour laws. HRM also covers in the area of health and safety for employees.

### **Unit Learning Outcomes (ULOs)**

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

- [ULO1] Demonstrate an understanding of the primary functions of human resource management and their relationship to the organisational strategy.
- [ULO2] Demonstrate an understanding of the strategic importance of human resource management to organisational success.
- [ULO3] Describe the roles and responsibilities of human resource professionals.
- [ULO4] Critique the emerging strategic role that human resource management plays in organisations.
- [ULO5] Analyse employee-employer problems using ethical and the relevant legal human resource management concepts.

### **Summary**

Credit Points	6
Courses	BBUS, BBIS
Total Credit Points	BBUS: 144 credit points, BBIS: 144 credit points
Pre-Requisites	N/A
Co-Requisites	N/A
Other Requirements	N/A
Unit Level	Core (BBUS), elective (BBIS)
Duration	14 weeks (12 teaching weeks; 1 study week; 1 final assessment week)
Mode of Delivery	On-campus
Assessment	Quiz: 10%; Mid Term Test: 20%; Portfolio: 30%; Examination: 40%
Prescribed Textbook	Stone, JR 2016, Human resource management, 9th edn, John Wiley and Sons, Brisbane.
Expected student workload	Students should expect to spend approximately 8.5 hours per week over 14 weeks on learning activities for this unit. This includes time spent attending scheduled classes, undertaking private study, preparing assessments, and completing examinations.