**Description: Strategic Human Resource Management**

<table>
<thead>
<tr>
<th>Subject</th>
<th>Cat-Nbr</th>
<th>Class</th>
<th>Term</th>
<th>Mode</th>
<th>Units</th>
<th>Campus</th>
</tr>
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<tr>
<td>MGT</td>
<td>2003</td>
<td>10205</td>
<td>1, 2002</td>
<td>EXT</td>
<td>1.00</td>
<td>TW MBA</td>
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**Academic Group:** FOBUS  
**Academic Org:** FOB003  
**HECS Band:** 2  
**ASCED Code:** 080303

**STAFFING**

Examiner: Simon Fry  
Moderator: Bruce Millett

**SYNOPSIS**

This course provides the student with some of the basic perspectives and concepts necessary for understanding human resource management and for operating as a human resource management professional in the real world. It examines the costs and benefits of Human Resource Management programmes.

**OBJECTIVES**

On successful completion of this course students will be able to:

- analyse the nature of HRM and Strategic HRM from a critical and multidisciplinary perspective.
- appreciate the relation between organisational strategies and HR policies, particularly in relation to the new organisational strategies and structures emerging;
- identify the range of new organisation strategies associated with downsizing and delayering;
- evaluate and utilise several different approaches to measuring the financial contribution of HRM to the organisation; and
- recognise the effect of limited resources and pressures on costs in pursuing HR practices and policies.

**TOPICS**

<table>
<thead>
<tr>
<th>Description</th>
<th>Weighting (%)</th>
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<tbody>
<tr>
<td>1. Modules are ALL of equal weighting</td>
<td>0.00</td>
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<tr>
<td>2. Origins and significance of HRM and Strategic HRM</td>
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3. New strategies and structures 0.00
4. HR implications of competitive strategies 0.00
5. Downsizing as a HR strategy 0.00
6. Critiques of HRM 0.00
7. Internal Marketing 0.00
8. Employer labour-use strategies in Australia 0.00
9. Changing career structures & HR implications 0.00
10. The cases for and against bottom-line HRM 0.00
11. Survey of approaches to HR measurement 0.00
12. HR Accounting 0.00
13. Costing human resources - the high cost of labour turnover 0.00
14. A cost approach to global HR strategies 0.00

TEXT and MATERIALS required to be PURCHASED or ACCESSED:
Books can be ordered by fax or telephone. For costs and further details use the 'Book Search' facility at http://bookshop.usq.edu.au by entering the author or title of the text.

STUDENT WORKLOAD REQUIREMENTS

<table>
<thead>
<tr>
<th>ACTIVITY</th>
<th>HOURS</th>
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<tbody>
<tr>
<td>Assessment</td>
<td>35</td>
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<tr>
<td>Directed Study</td>
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<td>Private Study</td>
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ASSESSMENT DETAILS

<table>
<thead>
<tr>
<th>Description</th>
<th>Marks Out of</th>
<th>Wtg(%)</th>
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<th>Due Date</th>
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<tr>
<td>ASSIGNMENT 1</td>
<td>100.00</td>
<td>50.00</td>
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<td>04 Mar 2002</td>
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<tr>
<td>3 HOUR END OF SEM EXAM</td>
<td>60.00</td>
<td>50.00</td>
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NOTES:
1. Further details about the due dates are detailed in the assessment section of the Course Specifications.
2. Further details about the due dates are detailed in the assessment section of the Course Specifications.
OTHER REQUIREMENTS

1. To be assured of a passing grade in this unit students will be required to obtain at least 50% for the assignments in aggregate; at least 50% in the final examination; and an overall mark of at least 50%. Final grades for the unit will be determined by the addition of the marks obtained in each assessment item, weighted as in the Assessment Details and by considering the students' level of achievement of the objectives of the course.

2. The due date of an assignment is the date by which a student must despatch the assignment to the university, and is normally that defined in the relevant course specification. The onus is on the student to provide, if required, proof of date of despatch.

3. Students should organise their affairs to ensure that they meet due dates for all assignments. Extensions will be granted only under exceptional extenuating circumstances, normally involving a significant medical condition.

4. Students may apply for an assignment extension either by application through DEC before the due date, or by including application with the submitted assignment after the due date. Such applications should be in writing and include supporting documentary evidence. The authority for granting extensions rests with the relevant course leader.

5. All assignments despatched after due dates without appropriate extension approvals or after approved extension dates will be penalised up to a maximum of 20% of the assigned mark per work day.

6. Students must retain a copy of all assignments which must be provided if/when required by the course leader.

7. Course weightings of topics should not be interpreted as applying to the number of marks allocated to questions testing those topics in an examination paper.

8. Mechanised erasers, mobile telephones and other electronic media are not permitted in exam venues.

9. Students are permitted to bring a non-programmable calculator into the examination venue.

10. Dictionaries in hard copy form or electronic form are not permitted in the examination venue.

11. All assignments must comply with the assignment rules and guidelines set out in the Faculty of Business 'Communications Skills Handbook'.