Description: Human Resource Development

Subject  Cat-Nbr  Class  Term  Mode  Units  Campus
MGT  2004  14212  2, 2002  ONC  1.00  TWMBA

Academic Group:  FOBUS
Academic Org:  FOB003
HECS Band:  2
ASCED Code:  080303

STAFFING
Examiner: Cec Pedersen
Moderator: Peter Sheen

SYNOPSIS
This course deals with the emerging and interdisciplinary field that is broadly defined as human resource development. The main focus is on learning experiences and interventions that are intended to change organisational behaviour and to bring about improved performance improvement and personal growth. A framework is used to examine the static and dynamic natures of organisations and to consider a range of issues such as: What is HRD?; The connections between HRD and HRM; The changing nature of work and careers; Theory and practicalities of training; Performance management, planning and review; and a range of strategic HRD considerations.

OBJECTIVES
On successful completion of this course students should be able to:

- identify how and why HRD fits into both HRM and organisational functioning;
- understand the changing nature of work and its impact on individuals and their careers;
- identify and apply appropriate theories and principles to training needs analysis, the development and delivery of training programs, and evaluation of training;
- understand the principles and applications of performance management, planning, and review; and
- identify and critically discuss strategic HRD issues.
**TOPICS**

<table>
<thead>
<tr>
<th>Description</th>
<th>Weighting (%)</th>
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<tbody>
<tr>
<td>1. The Development of and Theoretical Basis for Human Resource Development - what is HRD?, traditional vs. contemporary paradigms, the relationship of HRD to HRM, individual and organisational learning and implications for HRD.</td>
<td>15.00</td>
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<tr>
<td>2. The Changing Nature of Work and Careers - what is a career?, career planning; career management; the changing nature of work and its impact on careers; career development in a changing context.</td>
<td>15.00</td>
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<tr>
<td>3. Theory and Practicalities of Training - context of training in Australia, adult learning, training needs analysis, learning objectives, assessment, designing and developing training, training delivery, evaluation of training.</td>
<td>40.00</td>
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<tr>
<td>4. Performance Management, Planning and Review - performance and performance management, developing effective performance management systems, planning performance, reviewing and rewarding performance, managing and developing performance.</td>
<td>15.00</td>
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<td>5. Strategic HRD Considerations - Trends in Training; Training &amp; Development for competitive advantage; Nurturing talent; Structure of Training Departments; Mentoring; The Trainer as Change Agent; International HRD; Diversity and Culture.</td>
<td>15.00</td>
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**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](http://bookshop.usq.edu.au) by entering the author or title of the text.


Tovey, M.D. 1977, *Training in Australia*, Prentice Hall, Sydney.

**REFERENCE MATERIALS**

Reference materials are materials that, if accessed by students, may improve their knowledge and understanding of the material in the course and enrich their learning experience.

**JOURNALS:**

*Asia/Pacific HRM, Journal of the Australian Human Resources Institute, AHRI,*

*Training and Development in Australia, Journal of the Australian Institute of Training and Development, AITD,*


**STUDENT WORKLOAD REQUIREMENTS**

<table>
<thead>
<tr>
<th>ACTIVITY</th>
<th>HOURS</th>
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<tbody>
<tr>
<td>Assessment</td>
<td>28</td>
</tr>
<tr>
<td>Lectures</td>
<td>26</td>
</tr>
<tr>
<td>Private Study</td>
<td>65</td>
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<tr>
<td>Tutorial</td>
<td>26</td>
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</table>

**ASSESSMENT DETAILS**

<table>
<thead>
<tr>
<th>Description</th>
<th>Marks Out of</th>
<th>Wtg(%)</th>
<th>Required</th>
<th>Due Date</th>
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</thead>
<tbody>
<tr>
<td>ASSIGNMENT 1</td>
<td>100.00</td>
<td>15.00</td>
<td>Y</td>
<td>19 Aug 2002</td>
</tr>
<tr>
<td>ASSIGNMENT 2</td>
<td>100.00</td>
<td>40.00</td>
<td>Y</td>
<td>09 Oct 2002</td>
</tr>
<tr>
<td>3 HOUR EXAMINATION</td>
<td>45.00</td>
<td>45.00</td>
<td>Y</td>
<td>END S2</td>
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</table>

(see note 3)
NOTES:
3. You will be notified of the official examination date when the scheduling is finalised.

OTHER REQUIREMENTS
1 Students must pass the assignments in aggregate and pass the final exam to be considered for a passing or better grade. A Pass mark is 50%.
2 Incidents of copying, cheating and/or plagiarism may result in outright failure of the course.
3 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 requested, proof of date of despatch.
4 Students should organise their affairs to ensure that they meet the due dates for all assignments. Extensions will be considered only under exceptional extenuating circumstances, normally involving a significant medical condition.
5 Students may apply for an assignment extension by application through DEC before the due date and this application should be confirmed in writing and include supporting documentary evidence. The authority for granting extensions rests with the relevant Course Leader.
6 All assignments despatched after the 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.
7 Students must retain a copy of all assignments which must be provided if/when required by the Course Leader.
8 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.
9 Mechanised erasers, mobile telephones and other electronic media are not permitted in exam venues.