The University of Southern Queensland

Course Specification

Description: Human Resource Issues

<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>
</thead>
<tbody>
<tr>
<td>MGT</td>
<td>8030</td>
<td>10286</td>
<td>1, 2002</td>
<td>WEB</td>
<td>1.00</td>
<td>TWYMA</td>
</tr>
</tbody>
</table>

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

STAFFING
Examiner: Cec Pedersen
Moderator: Bruce Millett

SYNOPSIS
The field of human resource management involves many diverse and demanding functions and challenges. This course addresses critical issues facing human resource managers as well as line managers, given the emerging trends in the nature of work and the workforce. The issues are addressed from a strategic perspective and include the strategic role of human resource management in organisations and the acquisition, management and development of people in organisations.

OBJECTIVES
On completion of this course, the student should be able to:

- identify and discuss the strategic role of human resource management in organisations;
- identify and discuss current strategic issues pertaining to the need for flexibility in the workforce;
- identify and discuss current strategic issues in performance and compensation management; and
- identify and discuss current strategic issues concerned with the development of human resources.

TOPICS

<table>
<thead>
<tr>
<th>Description</th>
<th>Weighting (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. The Strategic Role of HRM in Organisations</td>
<td>20.00</td>
</tr>
<tr>
<td>2. Developing Flexibility in the Workforce</td>
<td>20.00</td>
</tr>
</tbody>
</table>
3. Performance and Compensation Management in a new HRM Paradigm 40.00
4. Developing Human Resources in a new HRM Paradigm 20.00

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.

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.

Beneficial supplementary texts are:
The above books are readily available from the USQ Bookshop, and will be of benefit to any student of Human Resource Management.
In addition to set texts and other resource readings, much useful material may be found in journals and in the daily and weekly press.
Issues covered in these media are usually extremely topical, often dealing with major and possibly controversial aspects of legislation and developments in human resource management.
You are therefore urged to make a point of keeping in touch by either subscribing to, or making sure you have access to, at least some of the following:
Asia Pacific Journal of Human Resources, - jo, rnal of the Australian Human Resources Institute (.
HR Monthly, - Monthly magazine of AHRI,
The Australian, news, aper - particularly sections on Computers & Invest.
The Age The Sydney Morning Herald,
Labour and Industry, journal,
Journal of Industrial Relations, (JIR),
International Journal of Human Resource Management,
ASSESSMENT DETAILS

<table>
<thead>
<tr>
<th>Description</th>
<th>Marks Out of</th>
<th>Wtg(%) Required</th>
<th>Due Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>ASSIGNMENT 1</td>
<td>25.00</td>
<td>25.00</td>
<td>04 Mar 2002</td>
</tr>
<tr>
<td>(see note 1)</td>
<td></td>
<td></td>
<td>(see note 1)</td>
</tr>
<tr>
<td>ASSIGNMENT 2</td>
<td>45.00</td>
<td>45.00</td>
<td>04 Mar 2002</td>
</tr>
<tr>
<td>(see note 2)</td>
<td></td>
<td></td>
<td>(see note 2)</td>
</tr>
<tr>
<td>3 HOUR EXAMINATION</td>
<td>30.00</td>
<td>30.00</td>
<td>END S1</td>
</tr>
<tr>
<td>(see note 3)</td>
<td></td>
<td></td>
<td>(see note 3)</td>
</tr>
</tbody>
</table>

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.
3. 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. To be assured of a B grade students will be required to obtain an overall mark of 65%. To be assured of an A grade, students will be required to obtain an overall mark of 75%. To be assured of an HD grade students will be required to obtain an overall mark of 85%.

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 requested, 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.
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.

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