Course Specification

Description: Strategic Human Resource Management

Subject Cat-Nbr Class Term Mode Units Campus
MGT 8034 10290 1, 2002 WEB 1.00 TWMB

Academic Group: FOBUS
Academic Org: FOB003
HECS Band: 2
ASCED Code: 080307

STAFFING
Examiner: Simon Fry
Moderator: Bruce Millett

SYNOPSIS
This course provides students with some of the key perspectives and concepts necessary for understanding human resource management and for operating as a human resource management professional in the real world. The course focuses on "bottom line HRM" and contemporary developments which aim to measure the financial contribution of HRM. The course enables students to undertake a "return on investment" evaluation of an HR program.

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

- analyse the nature of HRM from a critical and multi-disciplinary perspective;
- evaluate and utilise several different approaches to measuring the financial contribution of HRM to the organisation;
- undertake a 'return on investment' evaluation of an HR program.

TOPICS

Description Weighting (%)  
1. All topics are of equal weighting PART A: EVALUATING HRM AND ORGANISATIONAL STRATEGIES 0.00
2. The origins and nature of HRM and Strategic HRM 0.00
3. New strategies and structures 0.00
4. HR implications of competitive strategies 0.00
5. Critiques of HRM 0.00
6. Internal marketing and HRM 0.00
7. The new psychological contract: is this the end of careers and job security? 0.00

PART B: MEASURING HRM AND PERFORMANCE
8. The cases for and against `bottom line' HRM 0.00
9. Survey of approaches to HRM measurement and accountability 0.00
10. HR Accounting 0.00
11. Costing human resources - the high cost of labour turnover 0.00
12. Measuring return on investment from HR programs: Introduction 0.00
13. The Phillips Return on Investment Model 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>Private Study</td>
<td>55</td>
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ASSESSMENT DETAILS

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<tr>
<th>Description</th>
<th>Marks Out of</th>
<th>Wtg(%)</th>
<th>Required</th>
<th>Due Date</th>
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<tr>
<td>ASSIGNMENT 1</td>
<td>100.00</td>
<td>50.00</td>
<td>Y</td>
<td>04 Mar 2002</td>
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<td></td>
<td></td>
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<td>2 HOUR EXAMINATION</td>
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<td>50.00</td>
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<td>END S1</td>
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NOTES:
1. Further details about the due dates are detailed in the assessment section of the Course Specifications.
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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 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 an 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 examination 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 `Communication Skills Handbook'