The University of Southern Queensland

Course Specification

Description: Performance Management and People Development

<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>20287</td>
<td>1, 2003</td>
<td>WEB</td>
<td>1.00</td>
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</table>

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

STAFFING

Examiner: Cec Pedersen
Moderator: Bruce Millett

SYNOPSIS

This course deals with the emerging and interdisciplinary field that is broadly defined as human resource development. The overall focus is on learning experiences and interventions that are intended to change organisational behaviour and to bring about improved performance improvement and personal growth. This course addresses critical issues facing 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 and how and why HRD fits into both HRM and organisational functioning;
- understand the current strategic issues pertaining to the need for flexibility in the workforce;
- identify and discuss current issues in performance management and rewarding performance; and
- identify and discuss current issues concerned with the development of human resources.
### TOPICS

<table>
<thead>
<tr>
<th>Description</th>
<th>Weighting (%)</th>
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</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>
<tr>
<td>3. Performance Management in a new HRM Paradigm</td>
<td>40.00</td>
</tr>
<tr>
<td>4. Developing Human Resources in a new HRM Paradigm</td>
<td>20.00</td>
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</table>

### 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.


### 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.

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 - journal of the Australian Human Resources Institute (AHRI); HR Monthly - monthly magazine of AHRI; The Australian newspaper - particularly sections on computers and investing in people; The Age; The Sydney Morning Herald; Labour and Industry journal; Journal of Industrial Relations (JIR); International Journal of Human Resource Management.


(This is a beneficial supplementary text. It is readily available from the USQ Bookshop and will be of benefit to any student of Human Resource Management)


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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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<tbody>
<tr>
<td>ASSIGNMENT 1</td>
<td>25.00</td>
<td>25.00</td>
<td>Y</td>
<td>26 Mar 2003</td>
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<tr>
<td>ASSIGNMENT 2</td>
<td>45.00</td>
<td>45.00</td>
<td>Y</td>
<td>21 May 2003</td>
</tr>
<tr>
<td>3 HOUR EXAMINATION</td>
<td>30.00</td>
<td>30.00</td>
<td>Y</td>
<td>END S1 (see note )</td>
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</table>

NOTES:
- The examination is scheduled to be held in the end-of-semester examination period. Students will be advised of the official examination date after the timetable has been finalised.

IMPORTANT ASSESSMENT INFORMATION

1 Attendance requirements:
   There are no attendance requirements for this course. However, it is the students' responsibility to study all material provided to them or required to be accessed by them to maximise their chance of meeting the objectives of the course and to be informed of course-related activities and administration.

2 Requirements for students to complete each assessment item satisfactorily:
   To complete the assignments satisfactorily, students must obtain at least 50% of the marks available for the assignments in aggregate. To complete the examination satisfactorily, students must obtain at least 50% of the marks available for the examination.

3 Penalties for late submission of required work:
   If students submit assignments after the due date without prior approval then a penalty of 20% of the total marks available for the assignment will apply for each working day late.

4 Requirements for student to be awarded a passing grade in the course:
   To be assured of receiving a passing grade a student must attempt all of the summative assessment items, achieve an aggregated mark of at least 50% in the total marks allocated for the assignments, achieve at least 50% in the examination, and at least 50% of the available weighted marks for the summative assessment items.

5 Method used to combine assessment results to attain final grade:
   The final grades for students will be assigned on the basis of the weighted aggregate of the marks (or grades) obtained for each of the summative assessment items in the course.

6 Examination information:
   This is a closed examination. Candidates are allowed to bring only writing and drawing instruments into the examination. Students are not permitted to take mobile telephones, pagers or other electronic means of communication into the examination room.

7 Examination period when Deferred/Supplementary examinations will be held:
Any Deferred or Supplementary examinations for this course will be held during the next examination period.

8 University Regulations:
Students should read USQ Regulations 5.1 Definitions, 5.6 Assessment, and 5.10 Academic Misconduct for further information and to avoid actions which might contravene University Regulations. These regulations can be found at the URL: http://www.usq.edu.au/SECARIAT/calendar/Part5/ or in the printed version of the current USQ Handbook. Students should also read The Guide to Policies and Procedures of the Faculty which can be found at the URL: http://www.usq.edu.au/handbook/2003/business/polproc/index.htm or in the printed version of the current USQ Handbook.

ASSESSMENT NOTES

1 Assignments: (i) The due date for an assignment is the date by which a student must despatch the assignment to the USQ. The onus is on the student to provide proof of the despatch date, if requested by the Examiner. (ii) Students must retain a copy of each item submitted for assessment. This must be produced within 24 hours if required by the Examiner. (iii) The Examiner may grant an extension of the due date of an assignment in extenuating circumstances. Students may apply for an extension before the due date or include 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 Examiner. (iv) In the event that a due date for an assignment falls on a local public holiday in their area, such as a Show holiday, the due date for the assignment will be the next day. Students are to note on the assignment cover the date of the public holiday for the Examiner’s convenience.

2 Course Weightings: 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.