The University of Southern Queensland

Course specification

Description: 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>
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<tr>
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<td>30188</td>
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Academic group: FOBUS
Academic org: FOB003
Student contribution band: 2
ASCED code: 080303

STAFFING
Examiner: Renee Malan
Moderator: Bernadette Lynch

SYNOPSIS
The importance of human resource management (HRM) in organisations' quest to be more competitive is recognised internationally. The core relationship between people and performance in organisations, forms the basis of HRM. All managers, per definition, have to lead and manage human resources. In addition there often are, in larger organisations in particular, people who specialise in HRM. In smaller organisations the HRM functions typically have to be handled by the owner-manager/s. The field of study of HRM therefore contributes substantially and plays a vital role in creating value and helping all types of organisations to be successful. This course lays the foundation for developing the competencies of people in relation to HRM, introducing the fundamental knowledge about a broad spectrum of HRM functions, processes, practices and techniques. It is valuable for all who are or may one day be involved with managing people within an organisation. This course is built around six core topics addressing the basic principles and fundamental knowledge of HRM. After explaining the fundamental HRM concepts, perspectives on the different contextual issues that may impact on HRM in organisations are explored. This is followed by a study of how organisations go about getting staff, and themes such as recruitment and selection are introduced. The basic reason for employing staff is to get required work done. The theme of performance management is therefore studied as well, together with practices and processes related to the remuneration and reward of employees. Another theme revolves around employee training and development. A study is also made of how managers and leaders can go about creating a work environment conducive to employee utilisation, care and retention. The final topic investigates contemporary challenges in the HRM environment, including themes such as global changes and challenges, the importance of HRM evaluation and strategic HRM. This course is compulsory as part of the HRM major and therefore essential for students wishing to specialise in the HRM field.
The rest of the courses that make up the major in HRM build on the themes covered in this course.

**OBJECTIVES**

On completion of this course students will be able to:

- demonstrate an understanding of essential HRM concepts and an appreciation of the challenges posed by different contextual issues that may impact on HRM;
- discuss and apply processes related to the staffing of organisations;
- describe and apply principles and practices related to the remuneration and reward of employees;
- explain and implement processes, practices and techniques and methods involved in the management of employees' work performance as well as their development;
- describe what is involved in creating a work environment that is conducive to employee care and utilisation, with particular reference to aspects such as employee diversity management, work-life balance, employee assistance and employee retention & turnover; and
- analyse and critically discuss contemporary challenges in the human resource management field.

**TOPICS**

<table>
<thead>
<tr>
<th>Description</th>
<th>Weighting (%)</th>
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<tbody>
<tr>
<td>1. Human resource management: Conceptual and contextual perspectives</td>
<td></td>
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<tr>
<td>2. Staffing the organisation</td>
<td>16.66</td>
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<tr>
<td>3. Performance management and remuneration</td>
<td>16.66</td>
</tr>
<tr>
<td>4. Employee development</td>
<td>16.66</td>
</tr>
<tr>
<td>5. Employee utilisation and care</td>
<td>16.66</td>
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<td>6. Contemporary human resource management challenges</td>
<td>16.70</td>
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</table>

**TEXT and MATERIALS required to be PURCHASED or ACCESSED:**

ALL textbooks and materials are available for purchase from USQ BOOKSHOP (unless otherwise stated). Orders may be placed via secure internet, free fax 1800642453, phone 07 46312742 (within Australia), or mail. Overseas students should fax +61 7 46311743, or phone +61 7 46312742. For costs, further details, and internet ordering, use the 'Textbook Search' facility at http://bookshop.usq.edu.au click 'Semester', then enter your 'Course Code' (no spaces).

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.

Newspaper and other articles that relate to any of the themes or topics covered by the course. Internet sites and readings, as well as other relevant sources will be specified.

STUDENT WORKLOAD REQUIREMENTS:

<table>
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<th>ACTIVITY</th>
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<tbody>
<tr>
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<td>Directed Study</td>
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<td>Examinations</td>
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<td>Private Study</td>
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ASSESSMENT DETAILS

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<tr>
<th>Description</th>
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<th>Wtg(%)</th>
<th>Due date</th>
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<td>CMA TEST 1</td>
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<td>ASSIGNMENT</td>
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<td>40.00</td>
<td>30 Apr 2004</td>
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<tr>
<td>CMA TEST 2</td>
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<td>10.00</td>
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<tr>
<td>3 HOUR EXAMINATION</td>
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NOTES:

1. 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:
   If you are an international student in Australia you are advised to attend all classes at your campus. Failure to attend may infringe the conditions of your student visa. For all other students, 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 each of the assessment items satisfactorily, students must obtain at least 50% of the marks available for each assessment item.

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 may 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 the assignment, CMA 1, CMA 2 and the examination, achieve an aggregated mark of at least 50% for the assignment, CMA 1, CMA 2 and the examination, and in addition hereto, students must achieve at least 40% for the examination.

5 Method used to combine assessment results to attain final grade:
Subject to students having met the requirements to be awarded a passing grade in the course, the final grades for students will be assigned on the basis of the weighted aggregate of the marks 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/corporateservices/calendar/part5.htm. Students should also read the Faculty of Business Guide to Policies and Procedures of the Faculty which can be found at the URL http://www.usq.edu.au/handbook/2004/bus.html.

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 five days 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 through the 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 Examiner. (iv) The Examiner will normally only accept assessments that have been written, typed or printed on paper-based media. (v) The Examiner will not accept submission of assignments by facsimile. (vi) Students who do not have regular access to postal services or who are otherwise disadvantaged by these regulations may be given special consideration. They should contact the Examiner to negotiate such special arrangements. (vii) 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. The examination may test material already tested in assignments.

3 Deferred Work: Students who, for medical, family/personal, or employment-related reasons, are unable to complete an assignment or to sit for an examination at the scheduled time may apply to defer an assessment in a course. Such a request must be accompanied by appropriate supporting documentation. One of the following temporary grades may be awarded: IDS (Incomplete - Deferred Examination); IDM (Incomplete Deferred Make-up); IDB (Incomplete - Both Deferred Examination and Deferred Make-up).