Description: Strategic Management of Human Resources and Innovation

<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>
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<tr>
<td>MGT</td>
<td>8034</td>
<td>45181</td>
<td>2, 2005</td>
<td>EXT</td>
<td>1.00</td>
<td>Toowoomba</td>
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Academic group: FOBUS
Academic org: FOB003
Student contribution band: 2
ASCED code: 080307

STAFFING
Examiner: Peter Sheen
Moderator: Ben Swanepoel

SYNOPSIS

In the context of an ever faster changing world, organisations are required to continuously find better ways of operating. Innovation has almost become an imperative for organisations to survive and compete in a global world where the competitive landscape is constantly changing. Whilst most leaders and managers of organisations will agree that aspects like creativity and innovation are essential to the survival and success of modern-day organisations, many struggle to build organisations that are innovative. This course develops the strategic thinking and decision-making abilities of students, specifically in relation to innovation and the achievement of innovative organisational outcomes through the human resources of organisations. The focus is on the alignment of people management related decisions and practices with general organisational strategy and with the aim of building innovative organisations. Special emphasis is given to strategic choices facing the organisation in respect of human resource management issues as these relate to being competitive through innovation. In particular the relationship to aspects such as business and general organisational strategy, organisational capabilities and architecture and the match or fit of internal and external environments are investigated as these apply to human resources and organisational innovation. These perspectives are developed through investigating and exploring an appropriate blend of contemporary theory and practice.

OBJECTIVES

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

1. develop a contemporary perspective of the nature of and connections between organisational purpose, strategy, performance, HRM and innovation;
2. analyse, critically discuss and apply principles, processes, practices and systems pertaining to the theory and practice of the strategic management of human resources and issues related hereto, in the context of organisations; and
3. analyse and critically discuss and apply principles, practices, processes and systems related to the management of innovation in organisations.
TOPICS

<table>
<thead>
<tr>
<th>Description</th>
<th>Weighting (%)</th>
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<tbody>
<tr>
<td>1. Laying foundations: organisations, management and strategy</td>
<td>5.00</td>
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<tr>
<td>2. Organisational performance, innovation and HRM</td>
<td>20.00</td>
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<tr>
<td>3. Strategic HRM perspectives</td>
<td>45.00</td>
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<tr>
<td>4. Building innovative organizations</td>
<td>30.00</td>
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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.

Other recommended readings to be advised.


STUDENT WORKLOAD REQUIREMENTS

<table>
<thead>
<tr>
<th>ACTIVITY</th>
<th>HOURS</th>
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<tbody>
<tr>
<td>Assessment</td>
<td>60.00</td>
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<tr>
<td>Directed Study</td>
<td>75.00</td>
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<tr>
<td>Private Study</td>
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ASSESSMENT DETAILS

<table>
<thead>
<tr>
<th>Description</th>
<th>Marks out of</th>
<th>Wtg(%)</th>
<th>Due date</th>
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<tbody>
<tr>
<td>ASSIGNMENT 1</td>
<td>40.00</td>
<td>40.00</td>
<td>02 Sep 2005</td>
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<tr>
<td>ASSIGNMENT 2</td>
<td>60.00</td>
<td>60.00</td>
<td>14 Oct 2005</td>
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IMPORTANT ASSESSMENT INFORMATION

1 Attendance requirements:
   If you are an international student in Australia, you are advised to attend all classes at your campus. 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 will apply for each working day late.

4 Requirements for student to be awarded a passing grade in the course:
   In order to pass the course, students must achieve at least 40% of the weighted assessment marks in each of the two assignments and they must achieve at least 50% of the total combined weighted marks for the whole of the assignment components.

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 obtained for each of the summative assessment items in the course. The weightings referred to here are not the percentage weightings used to indicate the relative loading on topics described on the first page of this course specification.

6 Examination information:
   There is no examination in this course.

7 Examination period when Deferred/Supplementary examinations will be held:
   Not applicable.

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/current/buspolproc.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) If requested, students will be required to provide a copy of an assignment submitted for assessment purposes. This should be despatched to the USQ within 24 hours of receipt of a request being made. (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. 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 any aspects of assignments assessing those topics.

OTHER REQUIREMENTS

1 Learning Resources: Prescribed text and materials (see above); prescribed reference materials (see above); printed Introductory Book, Study Book/s, and Book/s of Selected Readings; and course Website accessible via USQConnect.