BUSM 2022 HUMAN RESOURCE DEVELOPMENT

Credit Points 10

Legacy Code 200859

Coordinator Jayne Bye (https://directory.westernsydney.edu.au/search/name/Jayne Bye/)

Description 'Human Resource Development' (HRD) looks at how the development of people and their skills is essential to the 21st century workplace. By examining the key processes of employee learning, development and career management, participants will understand HRD's impacts on workers' employability and careers, organisational effectiveness and economic sustainability. The unit introduces concepts of workplace learning and engages participants in case study discussion and research into current HRD trends in Australian and international workplaces. The goal of Human Resource Development is to support participants to ask questions about current practice and to encourage critical understanding of the field.

School Business

Discipline Human Resource Management

Student Contribution Band HECS Band 4 10cp

Check your HECS Band contribution amount via the Fees (https://www.westernsydney.edu.au/currentstudents/current_students/fees/) page.

Level Undergraduate Level 2 subject

Pre-requisite(s) BUSM 1023

Equivalent Subjects BUSM 2013 - Employee Training and Development BUSM 2012 - Employee Training and Development

Learning Outcomes

On successful completion of this subject, students should be able to:
1. Critically analyse the goals, processes and impacts of HRD from a range of stakeholder perspectives.
2. Apply knowledge of training and development planning processes in case study analysis.
3. Analyse the ethical implications of the HRD function in the workplace.
4. Evaluate different models/theories of career management.
5. Communicate ideas in written and visual formats.

Subject Content

1. Key processes and concepts in HRD: training/learning; development and career management.
2. Role of the HRD professional ? workforce planning, succession planning, and building organisational capability.
3. Stakeholder perspectives on HRD.
4. Planning processes for learning and development ? needs analysis, program design and implementation, evaluation and HRD metrics.
5. Current issues and challenges for HRD in the Australian context.
6. Organisational strategies for developing employees ? talent management, coaching and mentoring.
7. Changing understandings of Careers in the 21st Century.
8. Current issues in career management.
9. Equity and diversity issues in HRD.
10. Ethical HRD.

Assessment

The following table summarises the standard assessment tasks for this subject. Please note this is a guide only. Assessment tasks are regularly updated, where there is a difference your Learning Guide takes precedence.

Item	Length	Percent	Threshold	Individual/ Group Task
Report	800 words	25	N	Individual
Essay	1,300 words	35	N	Individual
Final Exam	2 hours	40	Y	Individual

Teaching Periods

WSU Online TRI-1
Wsu Online
Online
Subject Contact Helen Lambourne (https://directory.westernsydney.edu.au/search/name/Helen Lambourne/)

View timetable (https://classregistration.westernsydney.edu.au/even/timetable/?subject_code=BUSM2022_22-OT1_OW_O#subjects)

Spring
Bankstown
Day
Subject Contact Khalil Al Jerjawi (https://directory.westernsydney.edu.au/search/name/Khalil Al Jerjawi/)

View timetable (https://classregistration.westernsydney.edu.au/even/timetable/?subject_code=BUSM2022_22-SPR_BA_D#subjects)

Online
Online
Subject Contact Jayne Bye (https://directory.westernsydney.edu.au/search/name/Jayne Bye/)

View timetable (https://classregistration.westernsydney.edu.au/even/timetable/?subject_code=BUSM2022_22-SPR_ON_O#subjects)

Parramatta City - Macquarie St
Evening
Subject Contact Jayne Bye (https://directory.westernsydney.edu.au/search/name/Jayne Bye/)

View timetable (https://classregistration.westernsydney.edu.au/even/timetable/?subject_code=BUSM2022_22-SPR_PC_E#subjects)

Day
Subject Contact Jayne Bye (https://directory.westernsydney.edu.au/search/name/Jayne Bye/)

View timetable (https://classregistration.westernsydney.edu.au/even/timetable/?subject_code=BUSM2022_22-SPR_PC_D#subjects)

WSU Online TRI-3
Wsu Online
Online
Subject Contact Helen Lambourne (https://directory.westernsydney.edu.au/search/name/Helen Lambourne/)

View timetable (https://classregistration.westernsydney.edu.au/even/timetable/?subject_code=BUSM2022_22-OT3_OW_O#subjects)