

# BUSM 3017 HEALTH SERVICES WORKFORCE MANAGEMENT

**Credit Points** 10

**Legacy Code** 400788

**Coordinator** Paul Preobrajensky ([https://directory.westernsydney.edu.au/search/name/Paul Preobrajensky/](https://directory.westernsydney.edu.au/search/name/Paul%20Preobrajensky/))

**Description** NOTE: This subject is no longer on offer from Spring 2022. Students should enrol in BUSM 3080 Health Care Systems and Organisation Culture instead. This is a flexible learning unit looking at human resource management (HRM) as a strategic activity of health organisations especially as workforce shortages pose significant challenges to the health and aged care sectors. The workforce, with appropriate knowledge and expertise, is essential to the efficient and effective delivery of quality health services. Successful organisations shape the workforce to anticipate current and future directions and goals. Workforce planning is a crucial element of this approach and its success.

**School** Health Sciences

**Discipline** Public and Health Care Administration

**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/](https://www.westernsydney.edu.au/currentstudents/current_students/fees/)) page.

**Level** Undergraduate Level 3 subject

**Pre-requisite(s)** BUSM 3015

## Learning Outcomes

On successful completion of this subject, students should be able to:

1. Explain strategic and operational approaches to workforce planning and management in the national and local policy and planning framework for the health and the aged care industry.
2. Critically analyse organisational approaches to workforce planning and management.
3. Apply relevant information technology and HRIS in order to profile the workforce and monitor and review performance indicators.
4. Articulate skills in workforce management, including recruitment and retention, performance management and development, education and training, workforce redesign and employee relations, for the health and aged care industry.

## Subject Content

1. International and national policy and planning frameworks for the health workforce.
2. The Australian health care workforce ? overview, trends and issues.
3. Workforce planning and management at organisational level.
4. Developing the organisational workforce plan at strategic and operational levels.
5. Workforce planning processes.
6. Information technology and human resource information systems.
7. Human resources issues in the health and aged care industry.
8. Workforce reform and innovation.
9. Productivity of the health workforce.

## 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	1,500 words	40	N	Individual
Report	1,500 words	25	N	Individual
Report	2,500 words	35	N	Individual

Teaching Periods

## Sydney City Campus - Term 2

### Sydney City

#### Day

**Subject Contact** Andrey Zheluk ([https://directory.westernsydney.edu.au/search/name/Andrey Zheluk/](https://directory.westernsydney.edu.au/search/name/Andrey%20Zheluk/))

View timetable ([https://clasregistration.westernsydney.edu.au/even/timetable/?subject\\_code=BUSM3017\\_22-SC2\\_SC\\_D#subjects](https://clasregistration.westernsydney.edu.au/even/timetable/?subject_code=BUSM3017_22-SC2_SC_D#subjects))