

# BUSM 3024 HUMAN RESOURCE AND INDUSTRIAL RELATIONS STRATEGY

**Credit Points** 10

**Legacy Code** 200740

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

**Description** Students in 'Human Resource and Industrial Relations Strategy' analyse the human resource and industrial relations strategies of the major employment relations stakeholders. While the principal focus is on the organisational level of analysis and on the strategic interventions introduced by management, the unit also analyses the strategic roles of government, trade unions, and employer associations. Through a range of learning activities, students examine the relationship between business strategies and HR/IR strategies, strategic HR/IR interventions, the concept of strategic choice as it concerns stakeholders and the evaluation of strategy. Students also engage with the development of human resource management and industrial relations as a professional field and consider ethics and professional standards.

**School** Business

**Discipline** Industrial Relations

**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 1023 OR BUSM 1021

**Incompatible Subjects** LGYA 4824 - Human Resource Strategy LGYA 4823 - Industrial Relations Strategy

## Learning Outcomes

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

1. Analyse the role of strategy in contemporary human resource management and industrial relations.
2. Apply the implications of the various contemporary models of human resource and industrial relations strategy to the practice of human resource management and industrial relations.
3. Critically assess the role of principal stakeholders (trade unions, government and employer associations) as strategic actors in the business environment.
4. Evaluate organisations' application of strategic human resource and industrial relations interventions.
5. Critically assess the role of human resource management and Industrial relations professionals and ethics, in order to engage responsibly in work and civic life on the basis of respect for diversity and social justice principles.

## Subject Content

1. Perspectives on employment relations.
2. Business strategy and the link to HRM.
3. Approaches to HR strategy.

4. Linking SHRM to competitive advantage.
5. Planning and building a workforce: talent management.
6. Culture, power and voice in the workplace.
7. Workforce performance and the 'Black Box' of HRM.
8. SHRM in industrial contexts.
9. Strategy and structure.
10. Stakeholders and change: the role of the state.
11. Responses to change: trade union and employer association strategies.
12. Professional practice: evaluation and ethics in employment relations.

## 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 |
|-------------------|-------------|---------|-----------|-----------------------|
| Essay             | 1,500 words | 40      | N         | Individual            |
| Professional Task | 500 words   | 20      | N         | Individual            |
| Final Examination | 2 hours     | 40      | Y         | Individual            |

## Online

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 |
|-------------------------------|-------------|---------|-----------|-----------------------|
| Essay                         | 1,500 Words | 40      | N         | Individual            |
| Professional Task             | 500 Words   | 20      | N         | Individual            |
| Final Examination (Take Home) | 1500 Words  | 40      | Y         | Individual            |

Prescribed Texts

- Boxall, P & Purcell, J 2016, Strategy and human resource management, 4th edn, Palgrave Macmillan.

Teaching Periods

## WSU Online TRI-2

### Wsu Online

#### Online

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

View timetable ([https://classregistration.westernsydney.edu.au/even/timetable/?subject\\_code=BUSM3024\\_22-OT2\\_OW\\_O#subjects](https://classregistration.westernsydney.edu.au/even/timetable/?subject_code=BUSM3024_22-OT2_OW_O#subjects))

## Spring

### Bankstown

#### Day

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

View timetable ([https://classregistration.westernsydney.edu.au/even/timetable/?subject\\_code=BUSM3024\\_22-SPR\\_BA\\_D#subjects](https://classregistration.westernsydney.edu.au/even/timetable/?subject_code=BUSM3024_22-SPR_BA_D#subjects))

## **Campbelltown**

### **Day**

**Subject Contact** Terri Mylett ([https://directory.westernsydney.edu.au/search/name/Terri Mylett/](https://directory.westernsydney.edu.au/search/name/Terri_Mylett/))

View timetable ([https://classregistration.westernsydney.edu.au/even/timetable/?subject\\_code=BUSM3024\\_22-SPR\\_CA\\_D#subjects](https://classregistration.westernsydney.edu.au/even/timetable/?subject_code=BUSM3024_22-SPR_CA_D#subjects))

### **Online**

#### **Online**

**Subject Contact** Terri Mylett ([https://directory.westernsydney.edu.au/search/name/Terri Mylett/](https://directory.westernsydney.edu.au/search/name/Terri_Mylett/))

View timetable ([https://classregistration.westernsydney.edu.au/even/timetable/?subject\\_code=BUSM3024\\_22-SPR\\_ON\\_O#subjects](https://classregistration.westernsydney.edu.au/even/timetable/?subject_code=BUSM3024_22-SPR_ON_O#subjects))

## **Parramatta City - Macquarie St**

### **Day**

**Subject Contact** Terri Mylett ([https://directory.westernsydney.edu.au/search/name/Terri Mylett/](https://directory.westernsydney.edu.au/search/name/Terri_Mylett/))

View timetable ([https://classregistration.westernsydney.edu.au/even/timetable/?subject\\_code=BUSM3024\\_22-SPR\\_PC\\_D#subjects](https://classregistration.westernsydney.edu.au/even/timetable/?subject_code=BUSM3024_22-SPR_PC_D#subjects))

### **Evening**

**Subject Contact** Terri Mylett ([https://directory.westernsydney.edu.au/search/name/Terri Mylett/](https://directory.westernsydney.edu.au/search/name/Terri_Mylett/))

View timetable ([https://classregistration.westernsydney.edu.au/even/timetable/?subject\\_code=BUSM3024\\_22-SPR\\_PC\\_E#subjects](https://classregistration.westernsydney.edu.au/even/timetable/?subject_code=BUSM3024_22-SPR_PC_E#subjects))