

BUSM 3043 MANAGING HUMAN RESOURCES AND INDUSTRIAL RELATIONS

Credit Points 10

Legacy Code 200175

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Description This unit integrates the study of strategic theory and practice in the management of human resource management and industrial relations as they co-exist together in the employment relations model. Emphasis is placed on a blended learning approach to teaching and learning. Students undertaking this unit are required to participate in a HR Simulation exercise that explores the realities of employment relations in practice. Seminars feature role plays and case studies.

School Business

Discipline Business and Management, Not Elsewhere Classified.

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 3 subject

Pre-requisite(s) BUSM 1023

Learning Outcomes

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

1. Understand and identify the different approaches to the study and practice of employment relations;
2. Recognise the relationship between industrial relations and human resource management both in the academic literature and in practice, including connections to organisation development;
3. Analyse the way that stakeholders act, together and separately, to shape employment relations processes;
4. Define and apply theory in key employment relations processes in regards to the connection to business objectives and strategies;
5. Relate the above to current issues in the field of employment relations;
6. Appreciate the diversity in which other students process and analyse information.

Subject Content

- HRM/IR competencies, strategies and emerging Trends
- Employing people
- managing people in High commitment Organisations
- developing and consulting people
- managing difficult situations ? grievances, discipline and exits
- financial implications of HR decisions: HR Simulation

Prescribed Texts

- subject specific Custom Publication. Interpretive Simulations 2009: HR Simulation Student Manual

Teaching Periods