

BUSM 7018 CONTEMPORARY PEOPLE MANAGEMENT

Credit Points 10

Legacy Code 200826

Coordinator Thomas Klikauer ([https://directory.westernsydney.edu.au/search/name/Thomas Klikauer/](https://directory.westernsydney.edu.au/search/name/Thomas%20Klikauer/))

Description The unit serves as an introduction to human resource management for those considering careers in employment relations and those who will potentially have people management responsibilities. HR processes and practices are studied in contexts and with a consideration of stakeholders' interests, leading to an appreciation of the contribution of human resource management to organisational success. Students will evaluate particular approaches to human resource management through analysing real-world cases and practical activities.

School Business

Discipline Human Resource Management

Student Contribution Band HECS Band 4 10cp

Level Postgraduate Coursework Level 7 subject

Equivalent Subjects LGYA 8572 - Human Resource Management LGYA 4898 - Human Resource Management

Restrictions

Students must be enrolled in a Business postgraduate program, 3693 Master of Engineering, 3698 Master of Information and Communications Technology (Advanced), 3699 Master of Information and Communications Technology, 3752 Master of Project Management or 1850 - Master of Education (Leadership and Management).

Learning Outcomes

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

1. Explain the contribution of strategic HRM to organisations, and analyse why effective HRM is difficult
2. Describe the various ways that HRM can be pursued in a range of organisations
3. Describe and explain the key functions and practices associated with HRM and industrial relations; additionally, advocate improvements to practice
4. Analyse and evaluate key issues and problems facing stakeholders in contemporary environments
5. Develop analytical and communication skills appropriate for participating in people management in organisations

Subject Content

1. Human Resource Management (HRM) for the 21st Century
2. Ethical and Legal Foundations of HRM
3. Analysis and Design of Work
4. Knowledge, Innovation and Cultural Change
5. Recruitment, Selection and Inducting Staff
6. Reward Management and Performance
7. Employee Learning/ Managing Careers
8. Managing Diversity and Work-Life Balance

9. Workplace Health and Safety/ Duty Of Care and Privacy Issues
10. Managing A Global Workforce and Evaluation of HRM

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 |
|------------|--------------------------|---------|-----------|-----------------------|
| Case Study | 800 words and 10 minutes | 25 | N | Individual |
| Essay | 1,500 words | 35 | N | Individual |
| Final Exam | 2 hours | 40 | N | Individual |

Prescribed Texts

- Klikauer, T. 2018. *Managing People in Organisations*, London: Macmillan Higher Education Press.
- Kramar, R., Bartram, T. & De Cieri, H. (2011) *Human Resource Management in Australia- Strategy, People, Performance* (4th ed.), Sydney: McGraw-Hill.

Teaching Periods

Quarter 1

Parramatta City - Macquarie St

Evening

Subject Contact Thomas Klikauer ([https://directory.westernsydney.edu.au/search/name/Thomas Klikauer/](https://directory.westernsydney.edu.au/search/name/Thomas%20Klikauer/))

View timetable (https://classregistration.westernsydney.edu.au/even/timetable/?subject_code=BUSM7018_22-Q1_PC_E#subjects)

Quarter 2

Parramatta City - Macquarie St

Evening

Subject Contact Thomas Klikauer ([https://directory.westernsydney.edu.au/search/name/Thomas Klikauer/](https://directory.westernsydney.edu.au/search/name/Thomas%20Klikauer/))

View timetable (https://classregistration.westernsydney.edu.au/even/timetable/?subject_code=BUSM7018_22-Q2_PC_E#subjects)

Sydney City Campus Quarter 2

Sydney City

Day

Subject Contact Daniel Townsend ([https://directory.westernsydney.edu.au/search/name/Daniel Townsend/](https://directory.westernsydney.edu.au/search/name/Daniel%20Townsend/))

View timetable (https://classregistration.westernsydney.edu.au/even/timetable/?subject_code=BUSM7018_22-SQ2_SC_D#subjects)

Quarter 4

Parramatta City - Macquarie St

Evening

Subject Contact Thomas Klikauer ([https://directory.westernsydney.edu.au/search/name/Thomas Klikauer/](https://directory.westernsydney.edu.au/search/name/Thomas%20Klikauer/))

View timetable (https://classregistration.westernsydney.edu.au/even/timetable/?subject_code=BUSM7018_22-Q4_PC_E#subjects)

Sydney City Campus Quarter 4

Sydney City

Day

Subject Contact Daniel Townsend ([https://directory.westernsydney.edu.au/search/name/Daniel Townsend/](https://directory.westernsydney.edu.au/search/name/Daniel%20Townsend/))

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