

BUSM 7081 REWARD MANAGEMENT

Credit Points 10

Legacy Code 200721

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Description This unit enables employment relations professionals to deploy advanced practitioner skills in specific workplace and institutional contexts. The management and the negotiation of reward are emphasised. Innovations such as strategic and total reward strategies are critically examined. These innovations relate to the key issues of market-imperatives and fairness, including the balance between collective and individually-determined reward and reward strategies related to performance.

School Business

Discipline Human Resource Management

Student Contribution Band HECS Band 4 10cp

Level Postgraduate Coursework Level 7 subject

Equivalent Subjects LGYA 9000 - Remuneration Theory and Practice

Restrictions

Students must be enrolled in a postgraduate program.

Learning Outcomes

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

1. Contrast, analyse and utilise the research literature to facilitate the analysis of reward management;
2. Apply multidisciplinary and competing stakeholder perspectives in debates and analysis of contemporary reward management;
3. Critically analyse reward and performance management debates and evaluate a range of policy and practice approaches;
4. Apply advanced reward practitioner skills in both workplace and institutional settings, in reward design and the negotiation of reward;
5. Analyse the negotiation of reward and the dynamics of disputes that arise within reward management.

Subject Content

- Reward policy and Governance
- Reward Distribution and Bargaining
- strategic Reward
- total rewards: transactional rewards and relational rewards
- Reward design, performance management and contemporary choice for Reward practitioners
- individual Reward, High commitment management, High performance work systems
- Negotiating Reward in workplace and institutional settings
 1. Reward policy and governance
 2. Reward distribution and bargaining
 3. Strategic reward
 4. Total rewards: transactional rewards and relational rewards
 5. Reward design, performance management and contemporary choice for reward practitioners
 6. Individual reward, high commitment management, high performance work systems

7. Negotiating reward in workplace and institutional settings

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	1,500 words	30	N	Individual
Presentation	30 minutes	20	N	Group
Essay	2,000 words	50	N	Individual

Teaching Periods

Quarter 4

Parramatta City - Macquarie St

Evening

Subject Contact Khalil Al Jerjawi ([https://directory.westernsydney.edu.au/search/name/Khalil Al Jerjawi/](https://directory.westernsydney.edu.au/search/name/Khalil%20Al%20Jerjawi/))

View timetable (https://classregistration.westernsydney.edu.au/even/timetable/?subject_code=BUSM7081_22-Q4_PC_E#subjects)