

# BUSM 7087 STRATEGIC EMPLOYMENT RELATIONS

**Credit Points** 10

**Legacy Code** 200722

**Coordinator** George Lafferty (<https://directory.westernsydney.edu.au/search/name/George Lafferty/>)

**Description** This capstone subject aims for students to acquire the skills, knowledge and understanding of the challenges of managing people strategically in complex and turbulent environments. The subject examines theories on business strategy, strategic management, human resource strategy and industrial relations strategy. The use of knowledge of Human Resource Management and Industrial Relations in strategic analysis and evaluation for transforming the people management function is explained. Management practice is considered through examining ways of acting strategically relative to tendencies for the human resource function to become mired in tactical responses. The tools and techniques for analysing, implementing and evaluating strategy are emphasised.

**School** Business

**Discipline** Human Resource Management

**Student Contribution Band** HECS Band 4 10cp

**Level** Postgraduate Coursework Level 7 subject

**Incompatible Subjects** LGYA 8573 - Employment Relations Strategy and Change

**Restrictions**

Students must be enrolled in a postgraduate program.

**Assumed Knowledge**

Knowledge of human resource management and industrial relations from studying at least 40 credit points at the postgraduate level.

## Learning Outcomes

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

1. Explain approaches to theories of organisational strategy and structure through contrasting a range of influential models;
2. Design strategies in relation to stakeholders and context using case examples;
3. Critically analyse various employment relations theories and models that seek to explain the processes of strategy formation;
4. Relate management, union and government policies to the wider strategic concerns of the organisation with special consideration of how strategic decisions are made and implemented;
5. Analyse the development and implementation of employment relations strategy within the environment of business planning and in relation to a specific organisation for organisational transformation;
6. Apply tools for strategy implementation and evaluation.

## Subject Content

- strategic management
- human resource management strategy
- industrial relations strategy
- human resource Transformation

- human resource management, industrial relations and organisational change

- Practising strategy

- strategy evaluation: Balance Scorecard, human resource Metrics

1. Strategic Management

2. Human Resource Management Strategy

3. Industrial Relations Strategy

4. Human Resource Transformation

5. Human Resource Management, Industrial Relations and Organisational Change

6. Practising Strategy

7. Strategy Evaluation: Balance Scorecard, Human Resource Metrics

## 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.

Type	Length	Percent	Threshold	Individual/Group Task
Essay	2,000 words	50	N	Individual
Essay	1,500 words	50	N	Individual

Prescribed Texts

- Selected weekly readings are made available through vUWS.

Teaching Periods

## Quarter 3 (2022)

**Parramatta City - Macquarie St**

**Evening**

**Subject Contact** George Lafferty (<https://directory.westernsydney.edu.au/search/name/George Lafferty/>)

View timetable ([https://classregistration.westernsydney.edu.au/even/timetable/?subject\\_code=BUSM7087\\_22-Q3\\_PC\\_E#subjects](https://classregistration.westernsydney.edu.au/even/timetable/?subject_code=BUSM7087_22-Q3_PC_E#subjects))

## Sydney City Campus Quarter 3 (2022)

**Sydney City**

**Day**

**Subject Contact** Daniel Townsend (<https://directory.westernsydney.edu.au/search/name/Daniel Townsend/>)

View timetable ([https://classregistration.westernsydney.edu.au/even/timetable/?subject\\_code=BUSM7087\\_22-SQ3\\_SC\\_D#subjects](https://classregistration.westernsydney.edu.au/even/timetable/?subject_code=BUSM7087_22-SQ3_SC_D#subjects))

## Quarter 3 (2023)

**Parramatta City - Macquarie St**

**On-site**

**Subject Contact** George Lafferty (<https://directory.westernsydney.edu.au/search/name/George Lafferty/>)

View timetable ([https://classregistration.westernsydney.edu.au/odd/timetable/?subject\\_code=BUSM7087\\_23-Q3\\_PC\\_1#subjects](https://classregistration.westernsydney.edu.au/odd/timetable/?subject_code=BUSM7087_23-Q3_PC_1#subjects))