BUSM 3054 PEOPLE, WORK AND SOCIETY

Credit Points 10

Legacy Code 200860

Coordinator Brandon Gordon (https://directory.westernsydney.edu.au/search/name/Brandon Gordon/)

Description 'People, Work and Society' draws on psychology and sociology to deepen participants' practical human resource management (HRM) expertise. Designed for those aiming at careers as HRM professionals, participants will use HRM knowledge to develop policy and procedure that takes account of the psychology of individuals and groups as well as rising expectations for socially-responsible management. The complexities and rewards around managing diverse workforces receive particular attention. Through the challenge of real-world activities, participants are introduced to the difficult judgements that confront HRM professionals around people at work.

School Business

Discipline Human Resource Management

Student Contribution Band HECS Band 4 10cp

Check your fees via the Fees (https://www.westernsydney.edu.au/currentstudents/current_students/fees/) page.

Level Undergraduate Level 3 subject

Pre-requisite(s) BUSM 1023

Equivalent Subjects BUSM 3075 - Workplace Behaviour LGYA 9849 - Workplace Behaviour

Learning Outcomes

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

1. Identify the implications of individuals�f psychology, social change and diverse workforces for effective HRM practice;
2. Explain the importance of managing diversity for developing an inclusive and competitive workplace, relative to the challenges of social change and conflict;
3. Formulate policy and procedures that demonstrate HRM�fs potential contribution to organisational social, economic and environmental sustainability;
4. Identify key aspects of work psychology and sociology in order to analyse the role of HR practitioners relative to the tensions between economic and socio-legal imperatives.

Subject Content

The business environment:
- industry and social change
- policy and regulation
- labour markets and skill
Managing diversity in organisations:
- corporate strategy and sustainability
- HR systems and networks
- HR Operations and communication
Managing individuals:
- work Psychology
- team dynamics and inclusivity
- managing difficult situations

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	Mandatory
Portfolio	1,500 words	40	N	Individual	Y
Case Study	1,500 words	30	N	Individual	Y
Reflection	1,500 words	30	N	Individual	Y

Prescribed Texts

- There is no prescribed textbook for this subject. subject readings are available online via vUWS and are updated regularly to reflect developments in the literature.

Teaching Periods

WSU Online TRI-1 (2025)
Wsu Online
Online
Subject Contact Brandon Gordon (https://directory.westernsydney.edu.au/search/name/Brandon Gordon/)

View timetable (https://classregistration.westernsydney.edu.au/odd/timetable/?subject_code=BUSM3054_25-OT1_OW_2#subjects)

Autumn (2025)
Campbelltown
On-site
Subject Contact Brandon Gordon (https://directory.westernsydney.edu.au/search/name/Brandon Gordon/)

View timetable (https://classregistration.westernsydney.edu.au/odd/timetable/?subject_code=BUSM3054_25-AUT_CA_1#subjects)

Parramatta City - Macquarie St
On-site
Subject Contact Brandon Gordon (https://directory.westernsydney.edu.au/search/name/Brandon Gordon/)

View timetable (https://classregistration.westernsydney.edu.au/odd/timetable/?subject_code=BUSM3054_25-AUT_PC_1#subjects)

WSU Online TRI-3 (2025)
Wsu Online
Online
Subject Contact Brandon Gordon (https://directory.westernsydney.edu.au/search/name/Brandon Gordon/)

View timetable (https://classregistration.westernsydney.edu.au/odd/timetable/?subject_code=BUSM3054_25-OT3_OW_2#subjects)