

# BUSM 3059 PROCESSES AND EVALUATION IN EMPLOYMENT RELATIONS

**Credit Points** 10

**Legacy Code** 200575

**Coordinator** Louise Ingersoll ([https://directory.westernsydney.edu.au/search/name/Louise Ingersoll/](https://directory.westernsydney.edu.au/search/name/Louise%20Ingersoll/))

**Description** This subject applies theory and skills developed throughout the discipline in Human Resource Management to real-world organisational and policy challenges and opportunities. Students will develop and use employment relations concepts and "metrics" to design implementation plans and to evaluate policies, practices and change initiatives. Students' skills in communication and problem solving will be assured in this subject.

**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/](https://www.westernsydney.edu.au/currentstudents/current_students/fees/)) page.

**Level** Undergraduate Level 3 subject

**Pre-requisite(s)** BUSM 1023

**Equivalent Subjects** LGYA 4642 - Human Resources Development Seminar

## Learning Outcomes

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

1. Analyse theoretical foundations of employment relations;
2. Apply theoretical foundations of employment relations to practice;
3. Design and implement a number of quantitative and qualitative measures of employment relations performance to a range of organisations and policies;
4. Design, implement and evaluate a Human Resources strategy for a client scenario;
5. Create a portfolio to reflect achievement in the subject.

## Subject Content

- peer employment relations strategy ? engaged learning and The HR advantage
- The role of culture and values
- Intended HR practices and organisational performance
- The role of line managers and employee perceptions
- HR architecture and employment sub-systems
- professional business communication
- HR consulting and decision making

## 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
Essay	1,500 words in total	35	N	Individual	Y
Portfolio	3,000 word report and 5 minute video	40	N	Group	Y
Reflection	1,000 words	25	N	Individual	Y

Prescribed Texts

- Purcell, J, Kinnie, N, Swart, J, Rayton, B & Hutchinson, S, 2009 People management and performance, Routledge, Oxon.

Teaching Periods

## Spring (2024)

### Bankstown City

**On-site**

**Subject Contact** Louise Ingersoll ([https://directory.westernsydney.edu.au/search/name/Louise Ingersoll/](https://directory.westernsydney.edu.au/search/name/Louise%20Ingersoll/))

View timetable ([https://classregistration.westernsydney.edu.au/even/timetable/?subject\\_code=BUSM3059\\_24-SPR\\_BK\\_1#subjects](https://classregistration.westernsydney.edu.au/even/timetable/?subject_code=BUSM3059_24-SPR_BK_1#subjects))

### Parramatta City - Macquarie St

**On-site**

**Subject Contact** Louise Ingersoll ([https://directory.westernsydney.edu.au/search/name/Louise Ingersoll/](https://directory.westernsydney.edu.au/search/name/Louise%20Ingersoll/))

View timetable ([https://classregistration.westernsydney.edu.au/even/timetable/?subject\\_code=BUSM3059\\_24-SPR\\_PC\\_1#subjects](https://classregistration.westernsydney.edu.au/even/timetable/?subject_code=BUSM3059_24-SPR_PC_1#subjects))

## WSU Online TRI-1 (2025)

**Wsu Online**

**Online**

**Subject Contact** Louise Ingersoll ([https://directory.westernsydney.edu.au/search/name/Louise Ingersoll/](https://directory.westernsydney.edu.au/search/name/Louise%20Ingersoll/))

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## Spring (2025)

### Bankstown City

**On-site**

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### Campbelltown

**On-site**

**Subject Contact** Louise Ingersoll ([https://directory.westernsydney.edu.au/search/name/Louise Ingersoll/](https://directory.westernsydney.edu.au/search/name/Louise%20Ingersoll/))

View timetable ([https://classregistration.westernsydney.edu.au/odd/timetable/?subject\\_code=BUSM3059\\_25-SPR\\_CA\\_1#subjects](https://classregistration.westernsydney.edu.au/odd/timetable/?subject_code=BUSM3059_25-SPR_CA_1#subjects))

## **Parramatta City - Macquarie St**

### **On-site**

**Subject Contact** Louise Ingersoll ([https://directory.westernsydney.edu.au/search/name/Louise Ingersoll/](https://directory.westernsydney.edu.au/search/name/Louise%20Ingersoll/))

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## **WSU Online TRI-3 (2025)**

### **Wsu Online**

#### **Online**

**Subject Contact** Louise Ingersoll ([https://directory.westernsydney.edu.au/search/name/Louise Ingersoll/](https://directory.westernsydney.edu.au/search/name/Louise%20Ingersoll/))

View timetable ([https://classregistration.westernsydney.edu.au/odd/timetable/?subject\\_code=BUSM3059\\_25-OT3\\_OW\\_2#subjects](https://classregistration.westernsydney.edu.au/odd/timetable/?subject_code=BUSM3059_25-OT3_OW_2#subjects))