

BUSM 3088 STRATEGIC HUMAN RESOURCE MANAGEMENT

- Boxall, P. and Purcell, J. 2022, *Strategy and Human Resource Management*, Fifth Edition, London: Bloomsbury Academic.

Credit Points 10

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

Description This subject requires students to analyse the dimensions of strategic human resource management as a critical factor in organisational performance and capability. Through a range of learning activities, students examine the relationship between business strategies and HR strategies while assessing models of strategic HRM in the digital age. While the principal focus is on the organisational level of analysis and on the strategic interventions introduced by management, the subject also analyses the strategic roles of stakeholders and the social impact of critical decision-making. Students also consider ethics and standards in consideration of professional practice in the field of HRM.

School Business

Discipline Human Resource Management

Student Contribution Band

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 1049

Equivalent Subjects BUSM 3024

Learning Outcomes

After successful completion of this subject, students will be able to:

1. Analyse the role of strategy in contemporary human resource management and the broader business environment.
2. Assess key models of strategic human resource management.
3. Apply strategic thinking to problem-solving in the digital age.
4. Analyse the influence of principal stakeholders as strategic actors in the business environment.
5. Evaluate strategic HRM interventions and make recommendations for responsible professional practice.

Subject Content

- Business strategy and the link to HRM
- Approaches to HR strategy
- Strategic leadership
- Strategy and structure
- Workforce planning
- Culture, power and voice in the workplace
- Workforce performance, data and technology
- Stakeholders and social impact
- Strategic HRM in industrial contexts
- Ethics and professional practice

Prescribed Texts