

BUSM 7025 DIVERSITY, LABOUR MARKETS AND WORKFORCE PLANNING

Credit Points 10

Legacy Code 200828

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

Description Demographic change, economic cycles and labour force participation patterns influence the manner in which HRM functions are conducted. This subject focuses on the way an organisation's external environment impacts on both strategic and workforce maintenance planning. The subject is designed to enable employment relations professionals and managers to plan for organisational sustainability, managing workforce-related risk, and growth. The emphasis on labour markets, workforce diversity and planning allows for accommodation of demographic changes, human capital shortages and economic cycles when planning for labour supply and labour demand requirements. While the aim is to identify gaps between the present and future human capital needs - and implementing solutions so the organisation can accomplish its mission, goals, and objectives - the difficulty of this systematic and proactive process increases with the complexity of an organisation and the longer the time horizon used in the planning.

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 Postgraduate Coursework Level 7 subject

Equivalent Subjects LGYA 8596 - Work and Society LGYA 4899 - Work Society and Labour Markets LGYA 4901 - Workforce Planning

Restrictions

Students must be enrolled in a postgraduate program or program 8083 Bachelor of Research.

Learning Outcomes

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

1. Describe and explain the relationship between labour markets and HRM functions;
2. Analyse the implications of key demographic and economic changes impacting on the labour supply for workforce planning and workplace diversity;
3. Evaluate the merits of workplace diversity strategies to advance organisational and social objectives;
4. Develop workforce plans and HRM strategies that align with organisational goals;
5. Assess developments and innovations in management approaches to workplace diversity and workforce planning.

Subject Content

1. Labour markets: concepts, dimensions and diversity
2. The Australian labour market: trends, patterns and cycles
3. International, regional and industry labour markets

4. Labour market disadvantage: causes and consequences
5. Labour market and workplace diversity
6. Workplace diversity strategies: from compliance to integrating workplace diversity principles with HRM practices
7. Workforce planning concepts: alignment with HRM processes
8. Workforce planning contexts: demography, educational infrastructure and the economy
9. Strategic workforce planning: forecasting and planning labour demand and labour supply

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
Professional Task	100 words	10	N	Individual	Y
Report	2,000 words	40	N	Individual	Y
Final Exam	Exam paper (questions) to be released on vUWS; students have 24 hours to submit their answers; word limit of 2,000 words for the answers apply.	50	N	Individual	Y

Prescribed Texts

- There is no prescribed textbook for this subject. Learning materials and readings for each topic will be available online via vUWS (the subjects e-learning website).

Teaching Periods

Quarter 3 (2025)

Parramatta City - Macquarie St

On-site

Subject Contact Michael Lyons ([https://directory.westernsydney.edu.au/search/name/Michael Lyons/](https://directory.westernsydney.edu.au/search/name/Michael%20Lyons/))

View timetable (https://classregistration.westernsydney.edu.au/odd/timetable/?subject_code=BUSM7025_25-Q3_PC_1#subjects)