



CHRISTIAN HERITAGE COLLEGE

BZ532

HUMAN RESOURCE MANAGEMENT

This sample unit outline is provided by CHC for prospective and current students to assist with unit selection.

Elements of this outline which may change with subsequent offerings of the unit include Content, Required Texts, Recommended Readings and details of the Assessment Tasks.

Students who are currently enrolled in this unit should obtain the outline for the relevant semester from the unit lecturer.

Unit code	BZ532	
Unit name	Human Resource Management	
Associated higher education awards	Graduate Certificate in Management Graduate Diploma in Management	
Duration	One semester	
Level	Postgraduate	
Unit Coordinator	Andrew Johnson	
Core/Elective	Elective - Graduate Certificate in Management Elective - Graduate Diploma in Management	
Weighting	Unit credit points: 10 Course credit points: 40 - Graduate Certificate in Management 80 - Graduate Diploma in Management	
Student workload	Face-to-face on-site	External
	Timetabled hours per week: N/A	Directed study hours per week: 6
	Personal study hours per week: N/A	Personal study hours per week: 4
	Total workload hours per week: N/A	Total workload hours per week: 10
	Students requiring additional English language support are expected to undertake an additional 1 hour per week.	
Delivery mode	External Full time Part time	
Prerequisites/ Corequisites/ Restrictions	Nil	
Specialist resource requirements	Nil	
Prescribed text(s)	Redman, T., & Wilkinson, A. J. (2008). <i>Contemporary human resource management: Text and cases</i> . Essex, UK: Pearson Education Limited.	

<p>Recommended readings</p>	<p>Books</p> <p>Boxall, P., & Purcell, J. (2011). <i>Strategy and human resource management</i>. Basingstoke, GB: Palgrave MacMillan.</p> <p>Chewning, R. C., Eby, J. W., & Roels, S. J. (1992). <i>Business through the eyes of faith</i> (2nd ed.). San Francisco: Harper & Row.</p> <p>De Cieri, H. (2008). <i>Human resource management in Australia: Strategy, people, performance</i> (3rd ed.). Sydney, NSW: McGraw-Hill.</p> <p>Dessler, G. (2010). <i>Human resource management</i> (12th ed.). Australia: Pearson.</p> <p>Drucker, P. (2005). <i>Managing the non-profit organization: Practices and principles</i>. London, UK: Butterworth-Heineman.</p> <p>Irvine, P. (2012). <i>Building your business your people your life</i>. Mona Vale, QLD: Ark House Press.</p> <p>Mintzberg, H. (2011). <i>Managing</i>. Harlow, GB: Pearson Education.</p> <p>Nankervis, A., Compton, R., Baird, M., & Coffey J. (2011). <i>Human resource management: Strategy and practice</i> (7th ed.). South Melbourne, VIC : Cengage Learning.</p> <p>Rush, M. (2002). <i>Management: A biblical approach</i>. Wheaton, IL: Victor Books.</p> <p>Tovey, M., & Lawlor, D. (2008). <i>Training in Australia</i> (3rd ed.). Australia: Pearson.</p> <p>Wilkinson, A. J., Bacon, N. A., Redman, T., & Snell, S. (Eds.). (2009). <i>The Sage handbook of human resource management</i>. London, GB: Sage Publications Limited.</p> <p>Zigarelli, M. (2008). <i>Management by Proverbs: Applying timeless wisdom in the workplace</i>. Portage, MI: Pagefree.</p> <p>Journals and Periodicals</p> <p><i>Asia Pacific Journal of Human Resources</i> (Journal of the Australian Human Resources Institute)</p> <p><i>HR Monthly</i></p> <p><i>International Journal of Human resource Management</i></p> <p><i>Journal of Industrial Relations</i></p> <p>In addition to the resources above, students should have access to a Bible, preferably a modern translation such as <i>The Holy Bible: The New International Version 2011</i> (NIV 2011) or <i>The Holy Bible: New King James Version</i> (NKJV).</p> <p>These and others translations may be accessed free on-line at http://www.biblegateway.com. The Bible app from LifeChurch.tv is also available free for smart phones and tablet devices.</p>
<p>Content</p>	<ol style="list-style-type: none"> 1. Evolution of human resource management 2. The context of human resource management 3. Industrial relations: Frameworks and practices 4. Human resource planning in a changing environment 5. Work design challenges in a global environment 6. Attraction and retention of talent 7. Effective employee selection 8. Developing human resources in organisations 9. Management of performance 10. Strategic reward management 11. Managing occupational health and safety 12. Conflict and negotiation processes 13. Evaluating human resource management towards the future

Learning outcomes	<p>On completion of this unit, students will have demonstrated that they can:</p> <ol style="list-style-type: none"> 1. Analyse the context of human resource management in Australia and are able to apply these concepts to organisational issues and problems; 2. Analyse the human resource function within organisational settings and its potential contribution to organisational effectiveness; 3. Analyse the principal roles, functions and outcomes of HRM; 4. Evaluate theories underlying contemporary human resource management practices with particular emphasis on empirical research; 5. Critique planning and implementation of different human resource practices within an organisation; 6. Critically review biblical Christian worldview in the context of human resource management; and 7. Communicate at an appropriate tertiary standard: with special attention to design elements, grammar, usage, logical relations, style, presentation and referencing.
Assessment tasks	<p>Task 1: Short essay Word Length/Duration: 500 words Weighting: 10% Learning Outcomes: 1, 2, 4, 5 Assessed: Week 3</p> <p>Task 2: Business report Word Length/Duration: 2000 words Weighting: 40% Learning Outcomes: 1-7 Assessed: Week 7</p> <p>Task 3: Business case study Word Length/Duration: 3000 words Weighting: 50% Learning Outcomes: 1-7 Assessed: Week 14</p>