

Course Title:	<b>Human Resource Management</b>
Course Code:	<b>HRMG601</b>
Descriptor Start Date:	<b>18/07/2022</b>
Descriptor End Date:	<b>14/07/2024</b>
POINTS:	<b>15.00</b>
LEVEL:	<b>6</b>
PREREQUISITE/S:	<b>None</b>
COREQUISITE/S:	<b>None</b>
RESTRICTION/S:	<b>466645</b>

## LEARNING HOURS

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Hours may include lectures, tutorials, online forums, laboratories. Refer to your timetable and course information in Canvas for detailed information.

**Total learning hours: 150**

## PRESCRIPTOR

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A study of human resource management (HRM) functions, principles, and practices in Aotearoa New Zealand. Students will examine how effective and ethical HRM can align with and enable organisational strategy.

## LEARNING OUTCOMES

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1. Discuss the major functions of human resource management.
2. Demonstrate understanding of the recruitment cycle including planning, job analysis, recruitment, selection and induction processes.
3. Analyse the Employee Experience as it applies to performance and career management, and remuneration.
4. Discuss the legislative frameworks and ethical considerations affecting employment relationships as they pertain to human resource management.
5. Analyse how current workplace trends are impacting human resource management in today's organisations.

**Disclaimer: Course descriptors may be amended between teaching periods/semesters**

## CONTENT

Nature and functions of human resource management and strategic human resource management;

HR planning, job analysis and its outcomes;  
Strategic recruitment and selection processes;  
Induction and career development;  
Performance management;  
Remuneration and rewards;  
Managing Health and Safety;  
Managing diversity and an inclusive approach;  
Current ethical and legal considerations of HR practice.

## LEARNING & TEACHING STRATEGIES

An appropriate range of strategies that may include lectures, workshops & online learning.

## ASSESSMENT PLAN

Assessment Event	Weighting %	Learning Outcomes
Literature Review (Individual)	25.00	1, 2,4,5
Project report (Individual or pair)	35.00	1,2,4,5
Case Study Report (Individual)	40.00	1,3,4,5

<b>Grade Map</b>	<b>MAP1</b>
	A+ A A- Pass with Distinction
	B+ B B- Pass with Merit
	C+ C C- Pass
	D Fail

### Overall requirement/s to pass the course:

The assessment structure for Summer School may differ to the assessment structure indicated in this descriptor.

## LEARNING RESOURCES

Details of all learning resources (including journals, databases, websites etc) are available on Canvas. Required Text(s): If there is a required text, details are available by searching the University Bookshop's website: [www.ubs.co.nz](http://www.ubs.co.nz)

**For further information, contact:** Te Ara Pakihi, Te Ohanga Me Te Ture - Faculty of Business, Economics and Law

**Principal Programme:** AK3693, Bachelor of Business

**Related Programme/s:** AK1006 DipBus, AK1007 CertBusSt, AK1315 BBus/BCS, AK3001 BBus/BSc, AK3002 BA/Bus, AK3003 BBus/BCIS, AK3004 BBus/BIHM, AK3726 BBus/BHSc, AK3709 GradDipBus, AK3753 GradCertBus

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