

Course Title:	Human Resource Development
Course Code:	HRMG803
Descriptor Start Date:	21/07/2025
POINTS:	15.00
LEVEL:	8
PREREQUISITE/S:	None
COREQUISITE/S:	None
RESTRICTION/S:	469018 Theory and Practice of Training and Development

LEARNING HOURS

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

A critical examination of human resource development at the micro, meso and macro levels. Students will explore the strategic context and theoretical underpinnings of human resource development, as well as initiatives for maximising employee and leadership potential.

LEARNING OUTCOMES

1. Critically evaluate contemporary issues in human resource development.
2. Reflect on and explain relevant theory for human resource development.
3. Analyse and critically reflect upon the dialogic nature of human resource development coupled with self-understanding.
4. Synthesise theory with practice in the design and evaluation of human resource development initiatives.

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

CONTENT

- The strategic context of human resource development (HRD)
- Theories for HRD: Cognitive and Behavioural
- Theories for HRD: Learning from and with others
- Digital HRD
- Maximising employee's potential: Formal and informal HRD opportunities
- Maximising employee's potential: Coaching and mentoring
- Maximising employee's potential: Leadership development
- Maximising employee's potential: HRD for employee wellbeing
- Mega-trends and HRD
- Evaluating HRD

LEARNING & TEACHING STRATEGIES

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

ASSESSMENT PLAN

Assessment Event	Weighting %	Learning Outcomes
Development Analysis and Plan (Individual)	30.00	2, 3
Literature Review Poster (Individual)	40.00	1, 3, 4
Contemporary Project Video (Individual)	30.00	1, 2, 4

Grade Map	MAP1
	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:

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

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Principal Programme: AK1060, Master of Business

Related Programme/s: AK3712 BBus(Hons), AK3741 PgDipBus, AK3742 PgCertBus

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