Unit Outline
School of Management
College of Business

<table>
<thead>
<tr>
<th>Unit Name</th>
<th>Managing Human Resources and Industrial Relations</th>
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</thead>
<tbody>
<tr>
<td>Unit Number</td>
<td>200175</td>
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<tr>
<td>Unit Coordinator</td>
<td>Dennis Mortimer</td>
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<tr>
<td>Session</td>
<td>AUTUMN</td>
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<tr>
<td>Year</td>
<td>2010</td>
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**Handbook Summary**

This unit integrates the study of strategic theory and practice in the management of human resource management and industrial relations as they co-exist together in the employment relations model. The dynamic contemporary environment influencing strategic planning of business, human resource and industrial relations is analysed. Models of strategic choice theory, strategic planning, human resource management and industrial relations strategy are used to examine the strategy in employment relations. The application of ethics and standards at work in the development and implementation and evaluation of strategy is examined. Students undertaking this unit are required to participate in a HR Simulation exercise that explores the realities of employment relations in practice.

**Credit Points**

10

**Pre-requisites**

200300 Managing People at Work

**Incompatible/not to be counted for credit with**

N/A

**Unit Level**

300

**Assumed Knowledge**

N/A

**The School of Management expects students to attend lectures and tutorials on a regular basis.**

The UWS Teaching and Learning Fundamental Code States:

Students:

(8) While studying at the University, students are required to:

f. regularly and actively participate in scheduled educational activities (such as lectures, tutorials, practicals, online discussions);

h. make every effort to undertake the work required to successfully complete their units of study;

Students must ensure that you do everything possible to meet these requirements of the Fundamental Code relating to Teaching and Learning.

**Learning Outcomes**

On successful completion of this unit, students should:

- Understand and identify the different approaches to the study and practice of employment relations;
- Recognise the relationship between industrial relations and human resource management both in the academic literature and in practice, including connections to organisation development;
- Analyse the way that stakeholders act, together and separately, to shape employment relations processes;
- Define and apply theory in key employment relations processes in regards to the connection to business objectives and strategies;
- Relate the above to current issues in the field of employment relations; and
- Appreciate the diversity in which other students process and analyse information.

**Unit Content**

The main topics of the unit are:

- Introduction to Employment Relations
- Management Strategy
- Stakeholder Analysis
- Enterprise Bargaining and Negotiation
- Employing People
- Performance Management
- Rewarding and Developing People
- Exit Management
- Financial Implications of HR Decisions: HR Simulation

| Mode of Delivery | This unit consists of a 2 hour lecture and 1 hour tutorial weekly. Please see the Learning Guide for a comprehensive explanation of the purpose and expectations associated with lectures and tutorials. Students can only attend the tutorial group for which they are registered. Tutorial places are allocated via Platform Web only. Visit http://platformweb.uws.edu.au for the timetable and tutorial registration. |
| Assessment Items and Weighting | Assessment for this unit will be based on the following components: |
| | **Component** | **Weighting (%)** |
| | Individual Essay | 30% |
| | Group HR Simulation Portfolio | 30% |
| | Final Examination | 40% |
| Essential Library Resources | Textbooks: Mortimer, D and Ingersoll, I (compilers), Managing Human Resources and Industrial Relations (2009), Pearson Custom Publishing, Sydney. Unit specific Custom Publication. Interpretive Simulations 2009: HR Simulation Student Manual (requires individual password to log-in, included in the text) |
| On-line Learning Requirements | Lecture notes and tutorial questions will be made available on the E-Learning (vUWS) link on the UWS home page www.uws.edu.au. Students are expected to consult vUWS at least twice a week, as all announcements will be made via vUWS and teaching material will be regularly updated and posted online. |
| Special Requirements | N/A |