



School of Applied Business

Course Outline

Course Name

Contemporary Issues in Human Resource Management

Course Code

BX304001

Semester One, 2010

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COURSE OBJECTIVES

To critically examine Contemporary Issues in Human Resource Management (HRM). The issues selected for study will reflect the dynamic nature of the current HRM environment.

QUALIFICATIONS

Contemporary Issues in Human Resource Management is a major level 7 paper in the Bachelor of Applied Management.

It is a student's responsibility to ensure they meet the academic requirements of the qualification involved. See the Student Handbook for further details.

PRE-REQUISITES

Required

BAppMgt: Students must complete and pass at least two (2) level 6 courses related to their major.

COURSE STAFFING

Lecturer

Name: Jan Ferguson MBA

Office: D103a

Phone: (03) 479 6130 extension 8130

Email: JanetF@tekotago.ac.nz

Consultation hrs: Via Appointment

DELIVERY DETAILS

Lectures

Day(s)	Monday	Time	8.00 – 9.00	Room H614
	Tuesday	Time	10.00 – 12.00	Room H515

Tutorial

Day By negotiation and appointment.

COURSE PARTICIPATION

To ensure your success in this course, participation in all lecture sessions and tutorials (if applicable) is highly recommended. Tutorials where applicable are designed to assist your application of course material.

As a matter of courtesy please inform administrative staff and/or your lecturer prior to class if you are unable to attend. Some students, e.g., international students, may have contractual obligations regarding their attendance which we are required to provide to the relevant government agencies.

You must advise in writing by letter, or by using the form available from the School of Applied Business reception, if you intend to withdraw from a course.

COURSE RESOURCES

Required

Access to the resources below

Required Reading Resources:

Redman, T., Wilkinson A., (2006) *Contemporary Human Resource Management*: (2 ed.) FT Prentice Hall

Perrin, R. (2004). *Pocket guide to APA Style* Boston: Houghton Mifflin

Recommended Resources

Dessler, G., Griffiths, J., & Walker, B. L. (2008). *Human Resource Management* (3 ed.) Frenchs Forest: Prentice Hall

Beardwell, I., & Holden, L. (1994). *Human Resource Management: A Contemporary Perspective*. London: Pitman.

M. Marchington, A. W. (1996). *Core Personnel and Development* Wiltshire CIPD.

Millmore, Lewis, Saunders, Thornhill, & Morrow (2007). *Strategic Human Resource Management Contemporary Issues*. Essex: Prentice Hall

Mondy, R. W. (2008). *Human Resource Management*, (10 ed.). New Jersey: Prentice Hall

Pilbeam, S. (2006). *People Resourcing Contemporary Human Resource Management in Practice*. Essex: Prentice Hall.

R. Boam., P. S. (Ed.). (1992). *Designing and Achieving Competency*. Maidenhead: McGraw-Hill.

Additional Resources

Human Resources HRINZ published six times per year

Internet Resources

www.cipd.co.uk

www.hrinz.org.nz

www.wfpma.com

www.professions.com.au

www.ahri.com.au

www.dfat.gov.au/geo

www.mercerhr.com

www.ifebp.org

www.ipma-he.org

www.ipmaac.org

www.ihrim.org

Other sites shown in weekly reading schedule below

ELECTRONIC RESOURCES

The School of Applied Business has two main electronic resources which it utilises, Blackboard and Polybase. **There is a tutorial early in the semester regarding these resources, for all students but particularly new students.** At this level all students are expected to have become familiar with these resources. They are important to understand as they aid in your learning and enable you to access all your information remotely.

AIMS

The learner will critically examine Contemporary Issues in Human Resource Management locally nationally and internationally. Once identified the issues will be evaluated for their impact on the Human Resource professional and the Human Resource function within the organisation. The issues researched and analysed will reflect the dynamic nature of the current HRM environment.

LEARNING OUTCOMES

At the successful completion of this course, learners will be able to:

1. Identify and appraise the relevant sources of current information locally, nationally and internationally which informs the Human Resource professional.
2. Research, analyse and critically evaluate local HRM issues and the impact of these on the Human Resource professional and the function
3. Research, analyse and critically evaluate national HRM issues and the impact of these on the Human Resource professional and the function.
4. Research, analyse and critically evaluate international HRM issues and the impact of these on the Human Resource professional and the function.
5. Develop innovative approaches to the human resource management of these contemporary issues locally nationally and internationally.

Suggested Content

1. Statistical and non-statistical sources of current information locally, nationally.
2. Trends from NZSO data and implications on demographics and statistics and statistical implications
3. The implications of the migration from NZ (to Australia, UK, Canada).
4. Implications of the skills gaps and developing strategies.
5. The principle and implications of Social Capital in New Zealand and elsewhere
6. The effect of Time Use Survey in Resourcing and deploying people
7. The applicability of Strategic HR Management and the HR Scorecard.
8. The Work Life Balance concept and its real application and value
9. The growth of interest in Coaching in New Zealand companies
10. International HRM issues and the impact of these on the Human Resource professional; e.g. emerging HR issues; e.g. China, Europe,
11. Competencies, Culture and International Transferability
12. The requirements for Managing Global Human Resources and implications for HRM.
13. The role and support from international and national professional organisations for Human Resource Management such as HRINZ, CIPD, WFPMA.

14. Innovative approaches to the human resource management of the contemporary issues locally nationally and internationally.

(Please note that this topic is Contemporary and therefore the suggested content will vary as contemporary issues arise)

ASSESSMENT GRID

<u>Assessment</u>	<u>Learning Outcome 1</u>	<u>Learning Outcome 2</u>	<u>Learning Outcome 3</u>	<u>Learning Outcome 4</u>	<u>Learning Outcome 5</u>	<u>Weighting</u>
One Literature Review and discussion	8%	5%	6%	5%		24%
One critical and analytical presentation containing a literature review	12%	8%	8%	8%		36%
Final summative assessment by examination		7%	6%	7%	20%	40%
Total	20%	20%	20%	20%	20%	100%

COURSE ASSESSMENT**Assessment**

Via applied presentations, reports, and case evaluation. Final assessment may take the form of a student seminar or presentation to the local HRINZ group or a local organisation.

Course assessment consists of 3 major items of assessment

- | | |
|--|--------------|
| 1. One Literature Review and discussion | weighted 24% |
| 2. One critical and analytical presentation containing a literature review | weighted 36% |
| 3. Final summative assessment by examination | weighted 40% |

Whenever you use ideas written by someone else in your assessments, you must acknowledge the source of this material. It is crucial that you understand the importance of respecting the intellectual property of other writers and researchers. All sources must be referenced using American Psychological Association (APA) format. If you do not acknowledge the material correctly, **whether intentional or otherwise**, you will be guilty of plagiarism which is considered a dishonest practice. Plagiarism will incur deductions depending on the severity of the 'offence' – these penalties range from mark deductions to deductions of a % of the assignment value to a zero mark for a whole paper. Tutorials to help with APA referencing and integrating academic literature into your work will be held near the beginning of the semester (W 3/4). You are expected to attend both training sessions, to ensure protection of others' intellectual property. We encourage you to go to the Learning Centre should you require assistance with any aspect of referencing and/or academic writing.

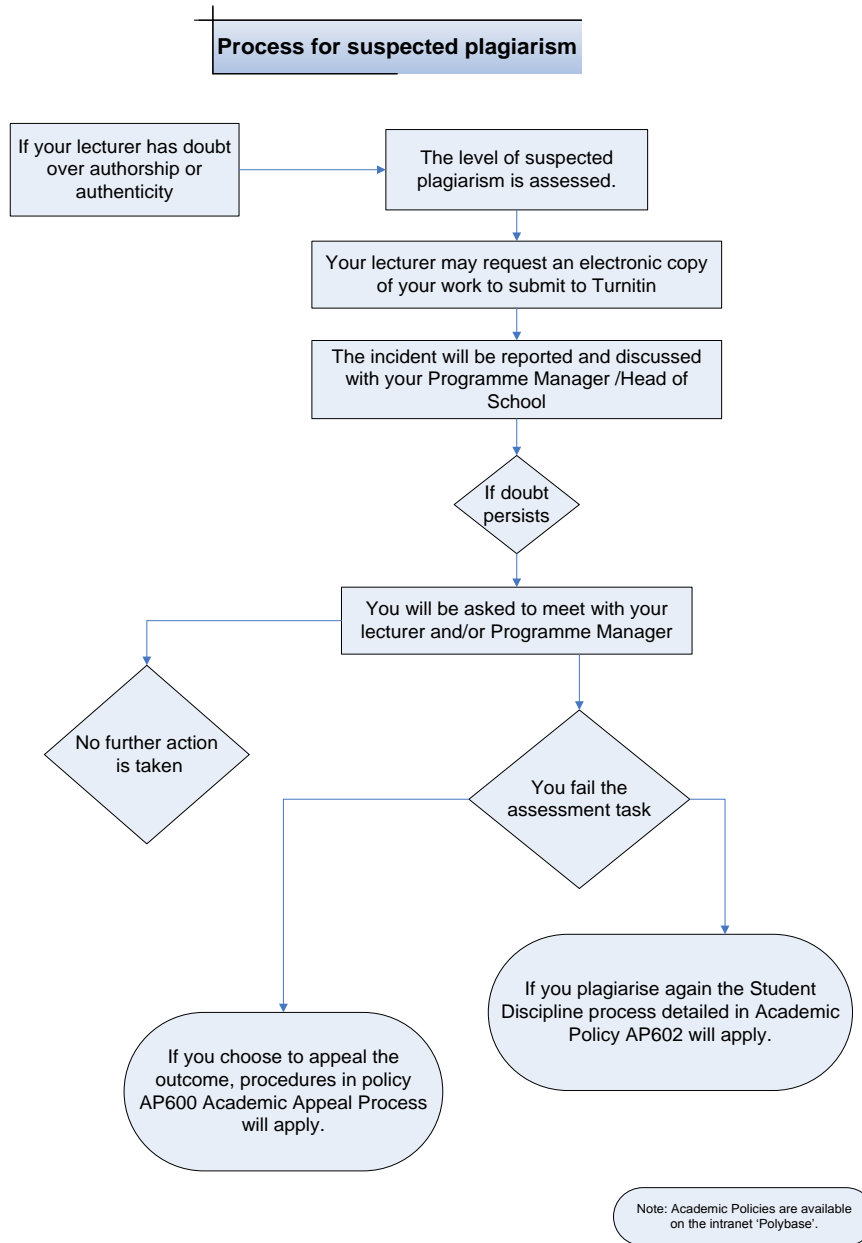
(Refer to Otago Polytechnic Assessment and Moderation Policy AP900, and Plagiarism Policy AP607.00. These are available on Polybase.)

Other useful resources are available such as Endnote and the following websites:

- <http://citationmachine.net/?q=11>
- <http://owl.english.purdue.edu/owl/resource/560/06/>

Cases of dishonesty are regarded as serious by Otago Polytechnic.

If dishonest practice is suspected, the following process will be put into action:



Assessment Item 1

Date 23rd March Professional discussion in class
 Time 5:00pm Hand in written work
 Weighting 24%

You will be expected to present and submit in writing your Literature Review of a range of books, articles and journals for this topic.

Assessment Item 2

Date 25th May Presentations in class time
 Time 5.00pm Hand in written work to office
 Weighting 36%

You will be expected to present orally and submit in writing your investigation into 3 current issues in Human Resourcing. One local, one national and one global.

These issues can be chosen from topics from the Course Outline or any which you choose to research. Please have your choices approved by the course Lecturer prior to commencing your work. You must include a Literature Review with a minimum of 4 books and 4 journals and 4 other items all referenced and cited appropriately.

Examination

Date TBA and negotiable
 Time TBA and negotiable
 Weighting 40%

There is an opportunity here to arrange an event instead of having an examination. Last year the students opted to host an event with the local branch of HRINZ and present their research findings and recommendations. This year I have a great idea for an event if you are brave enough. Alternatively the exam will be by case study and questions.

Further details and guidelines concerning each piece of assessment will be provided throughout the semester.

Please note that for examinations, all students must achieve 40% of the available marks in order to pass the paper.

ASSESSMENT INTEGRITY

Deadlines will be enforced and any late assignments will be penalised. Ten percent (10%) will be subtracted for each day by which the assignment is late.

Extensions will be granted in only two circumstances:

1. medical grounds (a medical certificate is required)
2. compassionate grounds

You must apply for an extension BEFORE the due date by filling in the Extension form available from admin on 6th floor and negotiating a date for submitting your assessment with the lecturer(s) concerned.

COURSE AWARD

The overall top student in this course for the semester will be recognised at an awards ceremony held in December. In some cases there are sponsored prizes for top students.

COURSE OVERVIEW & READING REFERENCES

Week No.	Week Commencing	Topic	References
1	15 Feb	Writing a literature Review - The Framework	<p>NZ</p> <p>What are the contemporary and strategic issues in HR?</p> <p>Ch 1- 4 Millmore et al Strategic HRM Ch 1,2 Dessler, Griffiths et al Ch 1 Mondy www.wfpma.com</p>
2	22 Feb	Producing a Literature Review – Recommended topics	<p>Demographics and statistics</p> <p>Evaluation of NZSO data and implications</p> <p>Migration from NZ (to Australia, UK, Canada), Strategies</p> <p>http://www.stats.govt.nz/NR/rdonlyres/64A609E8-1C3B-4670-B98D-BE4B6FEFB8B5/0/statisticsnzdemographicstrends2008.pdf</p> <p>http://www.dol.govt.nz/lmr/lmr-external-migration-summary.asp www.stats.govt.nz</p> <p>http://www-wds.worldbank.org/servlet/WDSContentServer/WDS/IB/2003/07/08/000094946_03062104301450/Rendered/PDF/multi0page.pdf</p> <p>http://www.treasury.govt.nz/search?SearchableText=Brain+Drain http://www.treasury.govt.nz/publications/research-policy/wp/2001/01-22/twp01-22.pdf</p>
3	1 Mar	Producing a Literature Review – Recommended topics	<p>Emerging HR Issues/Trends/Statistics</p> <p>Social Capital in New Zealand</p> <p>Research and Analytical report 2001 #14 Framework for the Measurement of Social Capital in NZ</p>
4	08 Mar	Work shop for Assignment 1	<p>Time Use Survey</p> <p>http://www2.stats.govt.nz/domaino/external/omni/omni.nsf/output/Time+Use+Survey</p> <p>http://www.stats.govt.nz/products-and-services/Articles/timeusesurvey1999.htm?print=Y</p> <p>http://www2.stats.govt.nz/domaino/external/web/prod_serv.nsf/874ea91c142289384c2567a80081308e/4c8223c6ee079c69cc256b3b0073d550/\$FILE/UTUDat</p>

Week No.	Week Commencing	Topic		References
				a.pdf http://www.stmarys.ca/partners/iatur/iatur.htm http://www.timeuse.org/research/
5	15 Mar	Research Topic/ Plan for Assignment 2	Work Life Balance	http://www.treasury.govt.nz/publications/research-policy/wp/2002/02-23/twp02-23.pdf
6	22 Mar	Otago Anniversary Day is Monday 22nd March	Assignment 1 Presentations, professional discussion and hand in	
7	29 Mar	Workshop Assignment 2	Strategic HR Management and the HR Scorecard Competencies	CIPD Journal (TBA)
		Easter / Mid Semester Break – Friday 2nd April to Friday 16th April		
8	19 Apr	International Competencies and International Transferability	Competencies and International Transferability	Dessler ch3 http://www.wfpma.com/comp.pdf
9	26 APR	Workshop Assignment 2	Skills Gaps and Developing strategies.	
10	3 MAY	Workshop Assignment 2	Coaching Emerging Global HR issues – China, Europe	Ch 14 Dessler, Griffiths et al Ch17 Dessler Ch 8 Mondy
11	10 May	Managing Global Human Resources	Strategy Case Study – Local and International Solutions	http://www.treasury.govt.nz/publications/research-policy/wp/2007/07-05/twp07-05.pdf
18	17 MAY	Managing Global Human Resources	Strategy Case Study – Local and International Solutions	ch17 Dessler
13	24 MAY	Assignment 2 Presentations	Assignment 2 Presentations	
14	31 MAY	Revision	Revision	
STUDY WEEK - Tuesday 8 June – Friday 11 June				

Week No.	Week Commencing	Topic	References
EXAM WEEK – Monday 14 June – Friday 18 June			
Assignment 1 : 23rd March 10-12: Presentations, 5.00 Written Work in Assignment box			
Assignment 2 : 25th May 10-12: Presentations, 5.00 Written Work in Assignment box			
Examination: TBA			

Note: The Course Lecturer has the right to change the order of the lectures and topics included in each assessment at any time.