

# HUMAN RESOURCE MANAGEMENT, TESTAMUR MAJOR (T041)

Western Sydney University Major Code: T041

Previous Code: MT2024.1

Available to students in other Western Sydney University programs?

No

This major (including online) is accredited with the Australian Human Resources Institute (AHRI). The Human Resource Management Major is designed for people who seek careers in human resource management and industrial relations. Graduates' careers focus on enhancing the value of human and social capital through supporting employee engagement for many different kinds of organisations, market-oriented and community-oriented organisations and many kinds of people. The teaching philosophy is based on knowledge in action, a fusion of the Australia Human Resource Institute's capabilities for HR professionals and the Western Sydney University Graduate Attributes designed to secure success. An aim of the program is to instil those values and attitudes that can support leaders in judgements about balancing the pursuit of organisational objectives with creating opportunities for developing people's capacities and careers. The perspectives are local and international, with an emphasis on the value of cultural and demographic diversity. Graduates have knowledge of how leadership and management of people can support organisational objectives and create organisational opportunities. This capacity comes from grounding in human resource management and industrial relations practice using contemporary law and research in applied projects. Students combine this with an education in the pressures organisations experience in inter-disciplinary subjects focused on money, markets and management. That is, graduates develop commercial acumen and appreciate the competing interests around work, aware of trends locally and internationally. Throughout the program, students are challenged to develop and demonstrate communication, cultural, and analytic skills required to be innovative and responsible team-members and leaders.

## Location

Campus	Mode	Advice	Course	Title	Credit Points
Bankstown City Campus	Internal	Program Advice ( <a href="https://directory.westernsydney.edu.au/search/email/business.courses@westernsydney.edu.au">https://directory.westernsydney.edu.au/search/email/business.courses@westernsydney.edu.au</a> )	BUSM 1006	Financing Enterprises	10
Campbelltown Campus Internal	Internal	Program Advice ( <a href="https://directory.westernsydney.edu.au/search/email/business.courses@westernsydney.edu.au">https://directory.westernsydney.edu.au/search/email/business.courses@westernsydney.edu.au</a> )	BUSM 1008	Enterprise Leadership	10
Parramatta City Campus-Macquarie Street	Internal	Program Advice ( <a href="https://directory.westernsydney.edu.au/search/email/business.courses@westernsydney.edu.au">https://directory.westernsydney.edu.au/search/email/business.courses@westernsydney.edu.au</a> )	LAWS 1001	Enterprise Law	10
WSU Online*	Online	Program Advice ( <a href="https://directory.westernsydney.edu.au/search/email/business.courses@westernsydney.edu.au">https://directory.westernsydney.edu.au/search/email/business.courses@westernsydney.edu.au</a> )	BUSM 1023	Managing People at Work	10
				<b>Credit Points</b>	<b>40</b>
				<b>Spring session</b>	
			BUSM 1006	Enterprise Innovation and Markets	10
			BUSM 2022	Human Resource Development	10
			MATH 1012	Management Analytics	10

\* Curriculum delivered through an agreement with another party

## Major Structure

Qualification for this major requires the successful completion of 80 credit points including all of the core subjects listed below.

### Core Subjects

Subject	Title	Credit Points
BUSM 2014	Enterprise Industrial Relations	10
BUSM 3024	Human Resource and Industrial Relations Strategy	10
BUSM 2022	Human Resource Development	10
BUSM 3032	International Human Resource Management	10
BUSM 1023	Managing People at Work	10
BUSM 3048	Negotiation, Bargaining and Advocacy	10
BUSM 3054	People, Work and Society	10
BUSM 3063	Reward and Performance Management	10
<b>Total Credit Points</b>		<b>80</b>

### Professional Subjects for Careers in Management

Students undertaking the Human Resource Management major are advised to take the following four subjects to satisfy the requirements for their professional core:

Subject	Title	Credit Points
BUSM 3027	Innovation and Professional Practice	10
MATH 1012	Management Analytics	10
BUSM 2030	Managing and Developing Careers	10
BUSM 3059	Processes and Evaluation in Employment Relations	10

Note: Students enrolled in T041 Human Resource Management are advised that the enterprise engaged subject BUSM 3059 Processes and Evaluation in Employment Relations is required for accreditation purposes.

**Total Credit Points** **40**

## Recommended Sequence

Qualification for the award of Bachelor of Business with a major in Human Resource Management requires the successful completion of 240 credit points as per the recommended sequence below.

### Full-time

Year 1	Autumn session	Course	Title	Credit Points
		BUSM 1006	Financing Enterprises	10
		BUSM 1008	Enterprise Leadership	10
		LAWS 1001	Enterprise Law	10
		BUSM 1023	Managing People at Work	10
			<b>Credit Points</b>	<b>40</b>
	<b>Spring session</b>			
		BUSM 1006	Enterprise Innovation and Markets	10
		BUSM 2022	Human Resource Development	10
		MATH 1012	Management Analytics	10

Select one elective	10	<b>Spring session</b>	
<b>Credit Points</b>	<b>40</b>	BUSM 2030	Managing and Developing Careers 10
<b>Year 2</b>		Select one elective	10
<b>Autumn session</b>		<b>Credit Points</b>	<b>20</b>
BUSM 2014 Enterprise Industrial Relations	10	<b>Year 4</b>	
BUSM 3032 International Human Resource Management	10	<b>Autumn session</b>	
Select one elective	20	BUSM 3032	International Human Resource Management 10
<b>Credit Points</b>	<b>40</b>	Select one elective	10
<b>Spring session</b>		<b>Credit Points</b>	<b>20</b>
BUSM 3063 Reward and Performance Management	10	<b>Spring session</b>	
BUSM 2030 Managing and Developing Careers	10	BUSM 3063	Reward and Performance Management 10
Select two electives	20	Select one elective	10
<b>Credit Points</b>	<b>40</b>	<b>Credit Points</b>	<b>20</b>
<b>Year 3</b>		<b>Year 5</b>	
<b>Autumn session</b>		<b>Autumn session</b>	
BUSM 3054 People, Work and Society	10	BUSM 3054 People, Work and Society	10
BUSM 3048 Negotiation, Bargaining and Advocacy	10	Select one elective	10
BUSM 3027 Innovation and Professional Practice	10	<b>Credit Points</b>	<b>20</b>
Select one elective	10	<b>Spring session</b>	
<b>Credit Points</b>	<b>40</b>	BUSM 3027 Innovation and Professional Practice	10
<b>Spring session</b>		Select one elective	10
BUSM 3024 Human Resource and Industrial Relations Strategy	10	<b>Credit Points</b>	<b>20</b>
BUSM 3059 Processes and Evaluation in Employment Relations (Enterprise Engaged Subject)	10	<b>Year 6</b>	
Select two electives	20	<b>Autumn session</b>	
<b>Credit Points</b>	<b>40</b>	BUSM 3048 Negotiation, Bargaining and Advocacy	10
<b>Total Credit Points</b>	<b>240</b>	Select one elective	10
<b>Part-time</b>		<b>Credit Points</b>	<b>20</b>
<b>Course</b>	<b>Title</b>	<b>Credit Points</b>	
<b>Year 1</b>			
<b>Autumn session</b>			
BUSM 1010 Financing Enterprises	10	BUSM 3024 Human Resource and Industrial Relations Strategy	10
BUSM 1008 Enterprise Leadership	10	BUSM 3059 Processes and Evaluation in Employment Relations (Enterprise Engaged Subject)	10
<b>Credit Points</b>	<b>20</b>	<b>Credit Points</b>	<b>20</b>
<b>Spring session</b>		<b>Total Credit Points</b>	<b>240</b>
MATH 1012 Management Analytics	10		
BUSM 1006 Enterprise Innovation and Markets	10		
<b>Credit Points</b>	<b>20</b>		
<b>Year 2</b>			
<b>Autumn session</b>			
LAWS 1001 Enterprise Law	10	<b>Related Programs</b>	
BUSM 1023 Managing People at Work	10	Bachelor of Arts/Bachelor of Business (1818) ( <a href="https://hbook.westernsydney.edu.au/archives/2023-2024/programs/bachelor-arts-bachelor-business/">https://hbook.westernsydney.edu.au/archives/2023-2024/programs/bachelor-arts-bachelor-business/</a> )	
<b>Credit Points</b>	<b>20</b>	Bachelor of Business (2786) ( <a href="https://hbook.westernsydney.edu.au/archives/2023-2024/programs/bachelor-business/">https://hbook.westernsydney.edu.au/archives/2023-2024/programs/bachelor-business/</a> )	
<b>Spring session</b>		Bachelor of Business/Bachelor of Laws (2788) ( <a href="https://hbook.westernsydney.edu.au/archives/2023-2024/programs/bachelor-business-bachelor-laws/">https://hbook.westernsydney.edu.au/archives/2023-2024/programs/bachelor-business-bachelor-laws/</a> )	
BUSM 2022 Human Resource Development	10	Bachelor of Communication/Bachelor of Business (1819) ( <a href="https://hbook.westernsydney.edu.au/archives/2023-2024/programs/bachelor-communication-bachelor-business/">https://hbook.westernsydney.edu.au/archives/2023-2024/programs/bachelor-communication-bachelor-business/</a> )	
Select one elective	10	Bachelor of Engineering (Honours)/Bachelor of Business (3728) ( <a href="https://hbook.westernsydney.edu.au/archives/2023-2024/programs/bachelor-engineering-honours-bachelor-business/">https://hbook.westernsydney.edu.au/archives/2023-2024/programs/bachelor-engineering-honours-bachelor-business/</a> )	
<b>Credit Points</b>	<b>20</b>	Bachelor of Information Systems Advanced/Bachelor of Business (3745) ( <a href="https://hbook.westernsydney.edu.au/archives/2023-2024/programs/bachelor-information-systems-advanced-bachelor-business/">https://hbook.westernsydney.edu.au/archives/2023-2024/programs/bachelor-information-systems-advanced-bachelor-business/</a> )	
<b>Year 3</b>		Bachelor of Information Systems/Bachelor of Business (3744) ( <a href="https://hbook.westernsydney.edu.au/archives/2023-2024/programs/bachelor-information-systems-bachelor-business/">https://hbook.westernsydney.edu.au/archives/2023-2024/programs/bachelor-information-systems-bachelor-business/</a> )	
<b>Autumn session</b>			
BUSM 2014 Enterprise Industrial Relations	10		
Select one elective	10		
<b>Credit Points</b>	<b>20</b>		

Bachelor of Information and Communications Technology/  
Bachelor of Business (3737) (<https://hbook.westernsydney.edu.au/archives/2023-2024/programs/bachelor-information-communications-technology-bachelor-business/>)

Bachelor of Science/Bachelor of Business (4748) (<https://hbook.westernsydney.edu.au/archives/2023-2024/programs/bachelor-science-bachelor-business/>)

Diploma in Business/Bachelor of Business (6037) (<https://hbook.westernsydney.edu.au/archives/2023-2024/programs/diploma-business-bachelor-business/>)