

BUSM 3063 REWARD AND PERFORMANCE MANAGEMENT

Credit Points 10

Legacy Code 200739

Coordinator Brandon Gordon (<https://directory.westernsydney.edu.au/search/name/Brandon Gordon/>)

Description 'Reward and Performance Management' introduces students to critical perspectives in reward management. Through case studies students consider the wider context in which reward strategies are devised and the strategic decisions that arise if reward is to meet regulatory requirements, organisation objectives and the expectations of the workforce. Students examine the component parts of contemporary reward and critically assess the relationship between performance and reward. Through engagement with different types of performance management systems, students identify and assess contrasting approaches to performance management.

School Business

Discipline Human Resource Management

Student Contribution Band HECS Band 4 10cp

Check your fees via the Fees (https://www.westernsydney.edu.au/currentstudents/current_students/fees/) page.

Level Undergraduate Level 3 subject

Pre-requisite(s) BUSM 1023

Incompatible Subjects BUSM 3040 - Management of Employee Performance LGYA 4822 - Remuneration Theory and Practice

Learning Outcomes

On successful completion of this subject, students should be able to:

1. Accurately use the language of reward and performance management in verbal and written argument.
2. Critically assess reward and performance management principles and practices in terms of the competing interests of employers and employer associations, employees and trade unions, and governments and tribunals.
3. Critically assess contrasting approaches to reward.
4. Identify contrasting approaches to the management of organisational and employee performance.
5. Critically assess models of performance management and the processes through which organisations and systems develop, enhance and reward employee performance.

Subject Content

1. Models of reward and the labour market.
2. Differing approaches to equity and the grounds for regulatory intervention.
3. The shape of reward in Australia.
4. Contemporary developments in approaches to reward.
5. Choice and flexibility in reward management design.
6. Performance management as a system to align employee performance with organisational objectives.
7. Models of performance management as systems to develop, enhance and reward employee performance.

8. The management and appraisal of employee performance.
9. Challenges in performance management.
10. Economic, social and environmental sustainability and reward and performance management.

Assessment

The following table summarises the standard assessment tasks for this subject. Please note this is a guide only. Assessment tasks are regularly updated, where there is a difference your Learning Guide takes precedence.

Type	Length	Percent	Threshold	Individual/ Group Task
Case Study	1,000 words	20	N	Individual
Portfolio	1000 words	20	N	Individual
Debate	Students must nominate to participate in 6 out of 10 debates.	20	N	Individual
Final Exam	2 hours	40	Y	Individual

Prescribed Texts

- Shields. J, Rooney. J, Brown. M and Kaine. S. (2020) Managing Employee Performance and Reward: Systems, practices and prospects. 3rd Edition. Cambridge University Press.
- Shields, J 2016, Managing employee performance and reward: concepts, practices, strategies, 2nd edn, Cambridge University Press, Port Melbourne, Vic.

Teaching Periods

WSU Online TRI-1 (2024)

Wsu Online

Online

Subject Contact Brandon Gordon (<https://directory.westernsydney.edu.au/search/name/Brandon Gordon/>)

View timetable (https://classregistration.westernsydney.edu.au/even/timetable/?subject_code=BUSM3063_24-OT1_OW_2#subjects)

Spring (2024)

Bankstown City

On-site

Subject Contact Brandon Gordon (<https://directory.westernsydney.edu.au/search/name/Brandon Gordon/>)

View timetable (https://classregistration.westernsydney.edu.au/even/timetable/?subject_code=BUSM3063_24-SPR_BK_1#subjects)

Campbelltown

On-site

Subject Contact Brandon Gordon (<https://directory.westernsydney.edu.au/search/name/Brandon Gordon/>)

View timetable (https://classregistration.westernsydney.edu.au/even/timetable/?subject_code=BUSM3063_24-SPR_CA_1#subjects)

Parramatta City - Macquarie St

On-site

Subject Contact Brandon Gordon (<https://directory.westernsydney.edu.au/search/name/Brandon Gordon/>)

View timetable (https://classregistration.westernsydney.edu.au/even/timetable/?subject_code=BUSM3063_24-SPR_PC_1#subjects)

WSU Online TRI-3 (2024)

Wsu Online

Online

Subject Contact Brandon Gordon (<https://directory.westernsydney.edu.au/search/name/Brandon.Gordon/>)

View timetable (https://classregistration.westernsydney.edu.au/even/timetable/?subject_code=BUSM3063_24-OT3_OW_2#subjects)