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

Handbook Summary 2016 - 2025

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.

Handbook Summary 2026

The world of work is dynamic, and industry leaders are seeking people-focused professionals to lead organisations in diverse contexts to meet corporate goals and objectives. The Human Resource Management Major is designed to equip students with the requisite skills and knowledge in accordance with the Australian HR Capability Framework as endorsed by the Australian HR Institute (AHRI). The major addresses critical areas of human development, international employment, work psychology and sociology, industrial relations, workplace change and talent management while building capabilities in negotiation, strategic-thinking and the application of professional skills in real-world settings. Students will be required to use innovative technologies to address practical problems while considering the social impact of their professional decision-making. By undertaking this major, students are prepared for a career in human resource management and related areas of professional practice.

Location

Campus	Mode	Advice
Bankstown City Campus	Internal	Program Advice (https://directory.westernsydney.edu.au/search/email/business.courses@westernsydne
Campbelltown Campus	Internal	Program Advice (https://directory.westernsydney.edu.au/search/email/business.courses@westernsydne
Parramatta City Campus-Macquarie Street	Internal	Program Advice (https://directory.westernsydney.edu.au/search/email/business.courses@westernsydne
WSU Online*	Online	Program Advice (https://directory.westernsydney.edu.au/search/email/business.courses@westernsydne

* Curriculum delivered through an agreement with another party

Inherent Requirements

There are inherent requirements for this major that you must meet in order to complete the major and graduate. Make sure you read and understand the requirements for this major online.

Inherent Requirements (http://www.uws.edu.au/ir/inherent_requirements/inherent_requirements_for_accounting_courses/)

Major Structure 2026

This structure applies to students who commenced in 2026 or later. If you commenced 2025 or earlier, please refer to the relevant Structure tab for details.

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

Core Subjects

Subject	Title	Credit Points
BUSM 1049	Building Human Resource Capabilities	10
BUSM 2022	Human Resource Development	10
BUSM 3054	People, Work and Society	10
BUSM 3089	Talent Management	10
BUSM 3090	Negotiation and Workplace Change	10
BUSM 3088	Strategic Human Resource Management	10
BUSM 3085	Human Resource Capability Project	10
Select one of the following:		10
BUSM 2031	Managing in the Global Environment	
BUSM 3032	International Human Resource Management	
Total Credit Points		**80**

Bachelor of Business Core

Students undertaking the Human Resource Management major take the following subjects to satisfy the core requirements of the Bachelor of Business program.

Subject	Title	Credit Points
BUSM 1050	People and Organisations	10
FINC 1005	Financial Foundations	10
MKTG 1014	Marketing in Action	10
ECON 1016	Evidence-Based Decision Making	10
BUSM 2050	Digital Transformation for Business	10
ECON 1017	The Future of Business	10
BUSM 1048	Professional Careers and Employability	10
BUSM 3084	Professional Business Experience	10
Total Credit Points		**80**

Recommended Sequence 2026

This sequence applies to students who commenced in 2026 or later. If you commenced in 2025 or earlier, please refer to the relevant Sequence tab for details.

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

Course	Title	Credit Points
Year 1		
Autumn session		
BUSM 1050	People and Organisations	10
FINC 1005	Financial Foundations	10
MKTG 1014	Marketing in Action	10
ECON 1017	The Future of Business	10
	Credit Points	**40**
Spring session		
ECON 1016	Evidence-Based Decision Making	10
BUSM 1048	Professional Careers and Employability	10
BUSM 1049	Building Human Resource Capabilities	10
Select one elective		10
	Credit Points	**40**
Year 2		
Autumn session		
BUSM 2050	Digital Transformation for Business	10
BUSM 2022	Human Resource Development	10
Select one of the following:		10
BUSM 3032	International Human Resource Management	
BUSM 2031	Managing in the Global Environment	
Select one elective		10
	Credit Points	**40**
Spring session		
BUSM 3089	Talent Management	10
BUSM 3054	People, Work and Society	10
Select two electives		20
	Credit Points	**40**
Year 3		
Autumn session		
BUSM 3084	Professional Business Experience	10
BUSM 3090	Negotiation and Workplace Change	10
Select two electives		20
	Credit Points	**40**

Course	Title	Credit Points
Spring session		
BUSM 3088	Strategic Human Resource Management	10
BUSM 3085	Human Resource Capability Project	10
Select two electives		20
	Credit Points	**40**
	Total Credit Points	**240**

Part-time

Course	Title	Credit Points
Year 1		
Autumn session		
BUSM 1050	People and Organisations	10
FINC 1005	Financial Foundations	10
	Credit Points	**20**
Spring session		
ECON 1017	The Future of Business	10
MKTG 1014	Marketing in Action	10
	Credit Points	**20**
Year 2		
Autumn session		
ECON 1016	Evidence-Based Decision Making	10
BUSM 1048	Professional Careers and Employability	10
	Credit Points	**20**
Spring session		
BUSM 1049	Building Human Resource Capabilities	10
Select one elective		10
	Credit Points	**20**
Year 3		
Autumn session		
BUSM 2022	Human Resource Development	10
Select one elective		10
	Credit Points	**20**
Spring session		
BUSM 2050	Digital Transformation for Business	10
Select one elective		10
	Credit Points	**20**
Year 4		
Autumn session		
Select one of the following:		10
BUSM 3032	International Human Resource Management	
BUSM 2031	Managing in the Global Environment	
Select one elective		10
	Credit Points	**20**
Spring session		
BUSM 3054	People, Work and Society	10
Select one elective		10
	Credit Points	**20**
Year 5		
Autumn session		
BUSM 3084	Professional Business Experience	10
BUSM 3090	Negotiation and Workplace Change	10
	Credit Points	**20**
Spring session		
BUSM 3089	Talent Management	10

Select one elective		10
	Credit Points	**20**
Year 6		
Autumn session		
BUSM 3088	Strategic Human Resource Management	10
Select one elective		10
	Credit Points	**20**
Spring session		
BUSM 3085	Human Resource Capability Project	10
Select one elective		10
	Credit Points	**20**
	Total Credit Points	**240**

Major Structure 2016 - 2025

This structure applies to students who commenced in 2016 to 2025. If you commenced 2026 or later, please refer to the relevant Structure tab for details.

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
Total Credit Points		**80**

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 2016 - 2025

This sequence applies to students who commenced in 2016 to 2025. If you commenced 2026 or later, please refer to the relevant Sequence tab for details.

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

Course	Title	Credit Points
Year 1		
Autumn session		
BUSM 1010	Financing Enterprises	10
BUSM 1008	Enterprise Leadership	10
LAWS 1001	Enterprise Law	10
BUSM 1023	Managing People at Work	10
	Credit Points	**40**
Spring session		
BUSM 1006	Enterprise Innovation and Markets	10
BUSM 2022	Human Resource Development	10
MATH 1012	Management Analytics	10
Select one elective		10
	Credit Points	**40**
Year 2		
Autumn session		
BUSM 2014	Enterprise Industrial Relations	10
BUSM 3032	International Human Resource Management	10
Select two electives		20
	Credit Points	**40**
Spring session		
BUSM 3063	Reward and Performance Management	10
BUSM 2030	Managing and Developing Careers	10
Select two electives		20
	Credit Points	**40**
Year 3		
Autumn session		
BUSM 3054	People, Work and Society	10
BUSM 3048	Negotiation, Bargaining and Advocacy	10
BUSM 3027	Innovation and Professional Practice	10
Select one elective		10
	Credit Points	**40**
Spring session		
BUSM 3024	Human Resource and Industrial Relations Strategy	10
BUSM 3059	Processes and Evaluation in Employment Relations (Enterprise Engaged Subject)	10
Select two electives		20
	Credit Points	**40**
	Total Credit Points	**240**

Part-time

Course	Title	Credit Points
Year 1		
Autumn session		
BUSM 1010	Financing Enterprises	10
BUSM 1008	Enterprise Leadership	10
	Credit Points	**20**

Spring session

MATH 1012	Management Analytics	10
BUSM 1006	Enterprise Innovation and Markets	10
	Credit Points	**20**

Year 2

Autumn session

LAWS 1001	Enterprise Law	10
BUSM 1023	Managing People at Work	10
	Credit Points	**20**

Spring session

BUSM 2022	Human Resource Development	10
Select one elective		10
	Credit Points	**20**

Year 3

Autumn session

BUSM 2014	Enterprise Industrial Relations	10
Select one elective		10
	Credit Points	**20**

Spring session

BUSM 2030	Managing and Developing Careers	10
Select one elective		10
	Credit Points	**20**

Year 4

Autumn session

BUSM 3032	International Human Resource Management	10
Select one elective		10
	Credit Points	**20**

Spring session

BUSM 3063	Reward and Performance Management	10
Select one elective		10
	Credit Points	**20**

Year 5

Autumn session

BUSM 3054	People, Work and Society	10
Select one elective		10
	Credit Points	**20**

Spring session

BUSM 3027	Innovation and Professional Practice	10
Select one elective		10
	Credit Points	**20**

Year 6

Autumn session

BUSM 3048	Negotiation, Bargaining and Advocacy	10
Select one elective		10
	Credit Points	**20**

Spring session

BUSM 3024	Human Resource and Industrial Relations Strategy	10
BUSM 3059	Processes and Evaluation in Employment Relations (Enterprise Engaged Subject)	10
	Credit Points	**20**
	Total Credit Points	**240**

Related Programs

Bachelor of Arts/Bachelor of Business (1818) (https://hbook.westernsydney.edu.au/archives/2024-2025/programs/bachelor-arts-bachelor-business/)

Bachelor of Business (2786) (https://hbook.westernsydney.edu.au/archives/2024-2025/programs/bachelor-business/)

Bachelor of Business/Bachelor of Laws (2788) (https://hbook.westernsydney.edu.au/archives/2024-2025/programs/bachelor-business-bachelor-laws/)

Bachelor of Business/Bachelor of Laws (Honours) (2840) (https://hbook.westernsydney.edu.au/archives/2024-2025/programs/bachelor-business--bachelor-laws-honours-/)

Bachelor of Communication/Bachelor of Business (1819) (https://hbook.westernsydney.edu.au/archives/2024-2025/programs/bachelor-communication-bachelor-business/)

Bachelor of Engineering (Honours)/Bachelor of Business (3728) (https://hbook.westernsydney.edu.au/archives/2024-2025/programs/bachelor-engineering-honours-bachelor-business/)

Bachelor of Information Systems Advanced/Bachelor of Business (3745) (https://hbook.westernsydney.edu.au/archives/2024-2025/programs/bachelor-information-systems-advanced-bachelor-business/)

Bachelor of Information Systems/Bachelor of Business (3744) (https://hbook.westernsydney.edu.au/archives/2024-2025/programs/bachelor-information-systems-bachelor-business/)

Bachelor of Information and Communications Technology/Bachelor of Business (3737) (https://hbook.westernsydney.edu.au/archives/2024-2025/programs/bachelor-information-communications-technology-bachelor-business/)

Bachelor of International Studies/Bachelor of Business (1820) (https://hbook.westernsydney.edu.au/archives/2024-2025/programs/bachelor-international-studies-bachelor-business/)

Bachelor of Science/Bachelor of Business (4748) (https://hbook.westernsydney.edu.au/archives/2024-2025/programs/bachelor-science-bachelor-business/)

Diploma in Business/Bachelor of Business (6037) (https://hbook.westernsydney.edu.au/archives/2024-2025/programs/diploma-business-bachelor-business/)