

# BUSM 7024 DEVELOPING HUMAN CAPITAL AND ORGANISATIONAL CAPABILITY

**Credit Points 10**

**Legacy Code 200827**

**Coordinator** Louise Ingersoll (<https://directory.westernsydney.edu.au/search/name/Louise Ingersoll/>)

**Description** The subject equips students to lead human resource development initiatives by developing specialist knowledge and skills. Contemporary human resource development is studied within the context of strategic employment relations, challenges around talent management, the evolution of training and development in firms and in public institutions, and with some consideration of organisational learning. By working through stakeholder differences and labour market segments, students argue as they apply knowledge to different contexts. Through argument and application comes insight into critical perspectives on building human capability, career management and development, and current and future trends in human resource development in a number of countries.

**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/](https://www.westernsydney.edu.au/currentstudents/current_students/fees/)) page.

**Level** Postgraduate Coursework Level 7 subject

**Equivalent Subjects** LGYA 8882 - Employee Training and Development  
LGYA 4896 - Developing Human Capital

**Restrictions**

Students must be enrolled in a postgraduate program.

## Learning Outcomes

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

1. Explain human resource development and career concepts and discuss the value and impact of human resource development to organisations and economies;
2. Analyse the major characteristics of strategic human resource development and explain the alignment of human resource strategies with business strategies via core people competencies and talent management;
3. Explain challenges and responses to competing perspectives and interests around human resource development in organisations and around public education/training infrastructure;

## Subject Content

1. Human capital and organisational capability – the strategic role of HRD.
2. HRD in context – external factors shaping organisational priorities and planning.
3. The HRD lifecycle – from on-boarding to succession planning.

4. The contribution of current ideas in adult and workplace learning to human resource development.
5. Analysing, designing and implementing learning and development.
6. Key practice skills in HRD – partnerships, coaching and mentoring.
7. Measuring HRD impacts – evaluation processes and employee engagement and retention metrics.
8. Targeted HRD initiatives – supporting workplace diversity, talent management and leadership development.
9. The evolution of career management.
10. Ethical human resource development.

## 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	Mandatory
Presentation	10 minutes	10	N	Individual	Y
Essay	2,000 words	40	N	Individual	Y
Final Exam	2,000 words	50	N	Individual	Y

Teaching Periods

## Quarter 2 (2025)

**Parramatta City - Macquarie St**

**On-site**

**Subject Contact** Louise Ingersoll (<https://directory.westernsydney.edu.au/search/name/Louise Ingersoll/>)

View timetable ([https://classregistration.westernsydney.edu.au/odd/timetable/?subject\\_code=BUSM7024\\_25-Q2\\_PC\\_1#subjects](https://classregistration.westernsydney.edu.au/odd/timetable/?subject_code=BUSM7024_25-Q2_PC_1#subjects))