

# BUSM 1023 MANAGING PEOPLE AT WORK

**Credit Points** 10

**Legacy Code** 200300

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

**Description** Managing People at Work' provides an introductory framework for the study of employment relations. The subject is approached from a stakeholder perspective, emphasising the way that management, labour and the State, along with other key stakeholders, act, both separately and together, to structure the employment relationship. In doing so, the subject integrates industrial relations and human resource management theory and practice, illustrating the links between the two disciplines. The content of the subject is structured so as to provide an initial introduction to the disciplines of industrial relations, human resource management, and employment relations, and to the key stakeholders in the employment relationship. Building on this framework, a theoretical and empirical analysis of employment relations processes is provided, with particular emphasis given to recent changes in the role and perspectives of stakeholders.

**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** Undergraduate Level 1 subject

**Equivalent Subjects** LGYA 4397 - Management of Employment Relations LGYA 9845 - Introductory Employment Relations BUSM 1024 - Managing People at Work (UWSC) LGYB 0478 - Managing People at Work (Creative Industries)

**Restrictions**

Note that only students enrolled at WSU Online may register in the WSU Online subjects offered at that location.

## Learning Outcomes

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

1. Identify the different approaches to the study and practice of employment relations;
2. Demonstrate recognition of the dynamics of industrial relations and human resource management both in the academic literature and in professional practice;
3. Identify internal and external stakeholders in the employment relationship and the goals and objectives of these stakeholders;
4. Analyse the way that these stakeholders act, together and separately, to shape employment relations processes;
5. Assess the complexity and dimensions of people management.

## Subject Content

- Exploring The Complexity of managing people at work
- Work, organisation and stakeholders
- Determining, attracting and selecting human resources
- Developing and rewarding human resources

- Managing human resources
- Human resources in A changing World
- Building relationships at work

## 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
Report	500 words	20	N	Individual	Y
Essay	1,500 words	40	N	Individual	Y
Final Exam	2 hours	40	Y	Individual	Y

### Prescribed Texts

- Stone, Raymond J, 2024, *Human Resource Management*, 11th edn, Wiley, Milton, Australia, ISBN: 9781394183593.

### Teaching Periods

## Autumn (2025)

### Bankstown City

#### 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=BUSM1023\\_25-AUT\\_BK\\_1#subjects](https://classregistration.westernsydney.edu.au/odd/timetable/?subject_code=BUSM1023_25-AUT_BK_1#subjects))

### Campbelltown

#### On-site

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

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### 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=BUSM1023\\_25-AUT\\_PC\\_1#subjects](https://classregistration.westernsydney.edu.au/odd/timetable/?subject_code=BUSM1023_25-AUT_PC_1#subjects))

## WSU Online TRI-2 (2025)

### Wsu Online

#### Online

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

View timetable ([https://classregistration.westernsydney.edu.au/odd/timetable/?subject\\_code=BUSM1023\\_25-OT2\\_OW\\_2#subjects](https://classregistration.westernsydney.edu.au/odd/timetable/?subject_code=BUSM1023_25-OT2_OW_2#subjects))

## Spring (2025)

### Campbelltown

#### 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=BUSM1023\\_25-SPR\\_CA\\_1#subjects](https://classregistration.westernsydney.edu.au/odd/timetable/?subject_code=BUSM1023_25-SPR_CA_1#subjects))

### **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=BUSM1023\\_25-SPR\\_PC\\_1#subjects](https://classregistration.westernsydney.edu.au/odd/timetable/?subject_code=BUSM1023_25-SPR_PC_1#subjects))