

HCM539 Human Capital Strategy and Business Partnering

Level: 5

Credit Units: 5 Credit Units

Language: ENGLISH

Presentation Pattern: EVERY JULY

Synopsis:

HCM539 Human Capital Strategy and Business Partnering focuses on the interface between the human capital function and the wider business, emphasising the key role of HR as a business partner and a key enabler of business strategy. The course begins by teaching the students the essentials of business strategy, from SWOT analysis to strategic types, before considering the many ways that human capital strategy can and should be aligned with business strategy.

In the second half of the course, students will receive instruction in different areas and forms of human capital strategy, as well as guidance on how to become an effective business partner through the development and use of consulting skills. Students will also be introduced to the topics of change management and project management. Critically, students will come to understand the importance of stakeholder management and in-depth business knowledge to the effectiveness of the human capital function.

Topics:

- Strategy and the HR Professional
- SWOT Analysis
- Types of Strategy
- From Strategy to Implementation
- Aligning Human Capital Strategy and Business Strategy
- The People Side of Implementation
- Implementing Human Capital Initiatives
- Strategy as Work in Progress
- Developing and Leveraging Strategic Mind Set
- Shaping the Business Partnership
- Developing a Professional Edge
- Benchmarking Progress
- How Does HR Function be an Enabler for the Business and Organisation?

Textbooks:

: The Essentials of Strategy: Business Literacy for HR Professionals (Harvard) Harvard Business Review Press

ISBN-13: 9781591398226

Barbara Kenton and Jane Yarnall: HR: The Business Partner Butterworth-Heinemann

ISBN-13: 9781136439094

Learning Outcome:

- Analyse business strategy and methods of implementation.
- Discuss methods of aligning human capital and business strategy.
- Appraise the role of the human capital function as a critical business partner.
- Plan human capital strategy that is aligned with business strategy.
- Design the organisation's workforce planning approach and methodology.
- Propose the human capital function as a key business and organisational enabler.

Assessment Strategies - Regular Semester (Evening Class):

Components	Description	Weightage Allocation (%)
Overall Continuous Assessment	PARTICIPATION 1	20
	GROUP BASED ASSIGNMENT 1	40
Overall Examinable Components	ECA	40
Total		100

*The information listed is subject to review and change.