

# HRM488 Strategic HRM and Change Leadership

**Level:** 4

**Credit Units:** 10 Credit Units

**Language:** ENGLISH

**Presentation Pattern:** EVERY REGULAR SEMESTER

## **Synopsis:**

Strategic HRM and Change Leadership is an integrative, applied course that places HRM at the heart of business and corporate strategy, equipping students with the holistic knowledge required to successfully drive change as future HRM leaders. Students will conduct an in-depth case study analysis with a view to producing a report detailing plans for vertically and horizontally aligning HRM policies and practices within an organisation. They will be expected to integrate knowledge derived from both the taught HRM courses and their work attachment with new insights into key issues in strategic HRM, formulating plans for strategy implementation, evaluation and development. Assessment will include an individual written report and a group-based assignment that replicate key events in the strategic planning process.

## **Topics:**

- Human resources leadership
- Alignment of HR and organisational strategy
- The balanced scorecard approach
- Employment branding and talent management culture
- Decision-making using HR analytics
- Employee engagement
- Conscious change leadership
- Enacting change: from resistance to commitment
- HR and corporate social responsibility
- Learning from the best: case studies in strategic HRM

## **Textbooks:**

HRM488 Study Guide (UDC - SUSS)

ISBN-13: SG-1720

Strategic Management: Concepts and Cases: Competitiveness and Globalization 13th Michael Hitt, R. Duane Ireland, Robert Hoskisson Cengage

ISBN-13: 9798214353524

**Learning Outcome:**

- Analyse the internal and external contexts of an organisation.
- Appraise and evaluate business strategies undertaken by an organisation.
- Relate and verify the use of different HR strategies and competencies for understanding organisational goals and objectives.
- Analyse and critique the different approaches of change and their impacts on businesses and employees' behaviours and attitudes.
- Relate and appraise the various tasks of change leadership.
- Assess the impact of change on various stakeholders within an organisation.
- Evaluate the effectiveness of HRM policies with respect to wider strategic aims.
- Design and propose HRM strategies that align with organisational objectives.
- Formulate plans for organisational change by attending to employee attitudes and behaviours, as well as, corporate culture and work systems.
- Critique different HR related issues in the organisational setting.
- Diagnose the source of change encountered by the organisation.
- Formulate a strategic vision and organisational purpose for change.

**Assessment Strategies - Regular Semester (Daytime Class):**

<b>Components</b>	<b>Description</b>	<b>Weightage Allocation (%)</b>
Overall Continuous Assessment	PARTICIPATION 1	5
	TUTOR-MARKED ASSIGNMENT 1	20
	GROUP BASED ASSIGNMENT 1	5
	GROUP BASED ASSIGNMENT 2	20
	GROUP BASED ASSIGNMENT 3	10
Overall Examinable Components	Written Exam	40
<b>Total</b>		<b>100</b>

\*The information listed is subject to review and change.