

NPM522 Maximise Human Capital for Social Impact

Level: 5

Credit Units: 5 Credit Units

Language: ENGLISH

Presentation Pattern: EVERY JAN

Synopsis:

NPM522 Maximise Human Capital for Social Impact provides an overview of theory and research-backed strategies for maximising human capital for social impact. Students will gain a good understanding of how they could harness volunteer and paid human capital to achieve the desired outcomes. By the end of the course, students will have the knowledge and skills to effective leadership, social responsibility as a leader and the tools for performance measures.

Topics:

- Adaptive leadership
- Equity, diversity and inclusion
- Hierarchy of choice
- Institutional dynamics
- Judgement and decision-making
- Leadership dysfunctions
- Motivation and engagement
- Organisational change, culture and fit
- Power and influence
- Self-efficacy in leadership
- Society, community and social leadership
- Reflective practice

Learning Outcome:

- Discuss theory and research-based strategies for leading organisations and maximising human capital.
- Examine global trends in human capital management and the importance of ethical frameworks in maximising people resources.
- Practise self-reflection for greater sense of clarity about personal leadership style, mission and purpose.
- Appraise organisational mission and values and improve capacities to give meaning and impact on the organisation's mission and purpose.
- Appraise the challenges and social responsibility associated with leadership.
- Improve organisational performance using appropriate measures for the team's progress and results.

Assessment Strategies (Evening Class):

Components	Description	Weightage Allocation (%)
Overall Continuous Assessment	GROUP BASED ASSIGNMENT 1	30

Overall Continuous Assessment	PARTICIPATION 1	20
Overall Examinable Components	ECA	50
Total		100