

## 809 HUMAN RESOURCES II: PERSONNEL PRACTICE

### **Purpose:**

Students will be able to describe human resource management systems in New Zealand organisations.

### **Knowledge:**

- Human resource management functions and procedures
- Terminology of human resource management in organisations
- Processes for the planning function of human resource management
- Processes for the staffing function of human resource management
- Processes for the performance management function of human resource management
- Processes for the development function of human resource management
- Processes for the reward function of human resource management.

### **Skills:**

- Identify effective human resource management styles and skills
- Identify factors leading to effective human resource management
- Analyse effectiveness of human resource management practices
- Use accurate terminology when discussing human resource management issues.

### **Learning outcomes:**

1. Describe the nature of human resource management.
2. Analyse planning functions of human resource management.
3. Analyse staffing functions of human resource management.
4. Analyse performance management functions of human resource management.
5. Analyse development functions of human resource management.
6. Analyse reward functions of human resource management.

### **Assessment:**

Evidence for assessment of this paper will primarily be in the form of researched projects, case studies, essays etc. These will describe and analyse human resource management practices as they relate or could relate to a selected organisation.

### **Resources:**

#### **Teacher guide**

This guide contains suggestions and ideas, OHTs, learning activities, resources and formative assessment activities for each learning outcome. It also contains case studies which can be used throughout the paper, as well as an assessment guide and examples.

#### **Suggested text**

Millar, Sandy (2006), *Managing Human Resources in New Zealand (3<sup>rd</sup> edition)*, Pearson, Auckland