



Course Outline 2011
HRMGMT 707: STAFFING AND EMPLOYEE DEVELOPMENT
(20 POINTS)
Quarter 3 (1116)

Course Prescription

The “make versus buy” decision in HRM. Studies of job analysis, recruitment, selection, socialisation, employee development and labour turnover. Management selection and development. Equal employment opportunity (EEO) issues.

Goals of the Course

The goals of this course are to introduce students to various HR staffing and development procedures, and develop capability in translating theory and research into pragmatically valuable solutions within the applied context.

Learning Outcomes

By the end of this course it is expected that the student will be able to:

1. demonstrate understanding of HR practices in employee staffing and development, including the role of technology in talent management, recruitment, employee selection and e-learning;
2. demonstrate understanding of researched strengths, weaknesses and perversities of staffing and development techniques/processes;
3. evaluate staffing and development options for your organisation within the wider labour market context; and
4. demonstrate skills in recommending staffing and development strategies that will enhance organisational productivity and financial performance.

Content Outline (assessments in bold)

- Week 1 Introduction to course
- Week 2 Job Analysis
- Week 3 Recruitment
- Week 4 **Case study** and selection
- Week 5 Personality at work
- Week 6 Training and development
- Week 7 Executive coaching
- Week 8 Team development and revision for in-class test
- Week 9 **In-class test**, turnover and retention
- Week 10 Turnover and retention continued and hand in **Assignment**

Learning and Teaching

This course is taught over 10 weeks of weekly evening sessions at the Owen G Glenn Building, Business School, 12 Grafton Rd, Auckland City Campus. Class size is small-medium.

Teaching Staff

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Learning Resources

There are no prescribed texts for the course, and the downloadable readings form the core of the course. It is expected that students will not only read and critique the relevant papers but also consult other sources, especially academic journals. Students should be prepared to debate and defend their positions in class. The more you read around the course, the more you will gain from participating.

Readings

There is no course handbook for this course. Please download the required readings from the course page in the Library, accessible through CECIL. Preparation for each class will involve pre-reading of the relevant articles, assisted by a weekly set of guiding notes and questions placed on CECIL.

Assessment structure

Case Study (45 minutes, closed book)	10%
In-class participation	20%
In-class test (1 hour 15 minutes, open book)	20%
Assignment	50%
Total	<hr/> 100%

The broad relationship between these assessments and the course learning outcomes is as follows:

Learning Outcome	Case study (closed book)	In-class participation	In-class test (open book)	Assignment
1	X	X	X	X
2	X	X	X	X
3		X	X	X
4	X	X	X	X