



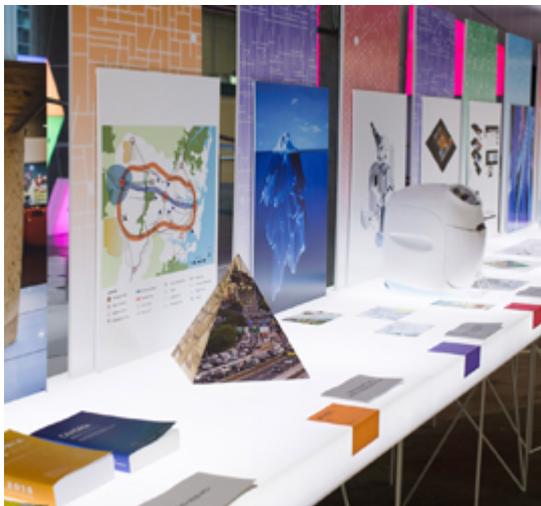
**UNSW**  
SYDNEY

Australia's  
Global  
University

# Built Environment

BLDG3011

Organisational & People Management  
in Construction



Course Outline – Term 1, 2020

## Disclaimer

Information within this document is subject to change. The full and most accurate course outline will be available in Moodle closer to the start of the term in which the course is offered.

## 1. COURSE STAFF

<b>Course Contact</b>	Byron Fitzgerald
<b>Email</b>	<a href="mailto:b.fitzgerald@unsw.edu.au">b.fitzgerald@unsw.edu.au</a>

## 2. COURSE DETAILS

<b>Credit Points</b>	6 units of credit (uoc)
<b>Workload</b>	Approx. 150 hours including class contact hours, weekly individual and group online learning activities, readings, class preparation, and assessment activities.
<b>Teaching Times and Location</b>	Find details in timetable <a href="http://www.timetable.unsw.edu.au">http://www.timetable.unsw.edu.au</a>

## Description

The course offers an introduction to the critical role of human resource management (HRM) to the construction sector's efficiency, effectiveness and productivity. It will discuss the theories of management and the changes in time. The recognition of the importance of people in organisation is paramount. It will explore the mechanisms by which managers can create an engaged workforce and will discuss the challenges of communicating business issues across an industry which is by nature project-based, its groups and networks temporary in nature and relationships and interactions continually change to reflect the dynamic nature of the workplace. It will discuss the challenges of creating effective communication and strongly bonded project teams. The course will also discuss methods by which to manage industrial relations and related legal and regulatory constraints.

## Aims

The aim of this course is to introduce you to the fundamental of human resource management (HRM), and how HRM affects employee behaviour and skills, and hence organisational and project performance. Under this aim, the specific objectives are to provide you with a comprehensive understanding on:

1. how your actions as a manager impact on the behaviour and performance of those you are managing
2. the importance of people in business.
3. the risks and opportunities of managing people.
4. the challenges people can impose on managers.
5. how to develop and implement a people management strategy, taking into account
6. organisational behaviour.
7. the importance of organisation of a business that facilitates a structure to endure
8. discipline and governance.

## Course Learning Outcomes (CLOs)

At the successful completion of this course, you will be able to:

1. Developed an appreciation of the main forces which determine organisational behaviour.
2. Developed a view on the risks and opportunities people present us in business.
3. Obtained a better understanding of how other people see your actions as a manager.
4. Developed an ability to communicate professionally and effectively about business decisions to your workforce.

## 3. ASSESSMENT

Assessment task	Weight	CLOs Assessed
1. On-line in-tutorial group quiz 1-4	20%	1, 2, 3, 4
2. Assignment 1	25%	1, 2, 3, 4
3. Draft Major Assignment	20%	1, 2, 3, 4
4. Major Assignment	35%	1, 2, 3, 4

## 4. COURSE IMPROVEMENT AND FEEDBACK

Feedback from students is an integral part of improving courses and teaching approaches. One of the primary mechanisms of feedback is myExperience, which we strongly urge all students to complete at the end of term. Course convenors use the feedback to make ongoing improvements to the course. This is communicated in Moodle in the myFeedback Matters page.