## HRIR Course Learning Objectives

### HRIR 201: By the end of this course, students should be able to:

1. Show an understanding of the dynamic nature and various perspectives of the employment relationship;
2. Analyse, synthesise and apply conceptual frameworks to workplace issues;
3. Demonstrate knowledge of the interaction between global employment issues and the local employment relations environment;
4. Articulate knowledge and critical thinking about HRM and IR issues in a clear professional manner, orally in a group environment and in formal written form.

### HRIR 302: By the end of this course, students should be able to:

1. Demonstrate an applicable understanding of the major theoretical frameworks and concepts relevant to the study of employment relations;
2. Apply such frameworks to describe and critically evaluate employment relations practices in the New Zealand context;
3. Present a reasoned assessment and analysis of changes in the management of employment relationships.

### HRIR 303: By the end of this course, students should be able to:

1. Demonstrate an understanding of key developments in managing the employment relationship across national borders;
2. Have a critical appreciation of the issues that shape International Employment Relations practices within MNCs;
3. Apply selected theoretical frameworks to the critical examination of the International Employment Relations practices within MNCs;
4. Have an understanding of and present the analysis and assessment of selected IER issues within New Zealand MNCs.

### HRIR 304: By the end of this course, students should be able to:

1. Discuss key developments in managing the employment relationship across national borders;
2. Analyse the impact of multinational corporations (MNCs) on national employment relations and vice versa;
3. Explain the impact of human resources and industrial relations on strategic business decisions in different kinds of MNCs;
4. Describe the organisational structures of MNCs and their evolution in response to the internationalisation of the world economy;
5. Show how corporate structure, strategy and culture affect the management of human resources and industrial relations.

### HRIR 305: By the end of this course, students should be able to:

1. Demonstrate an understanding of the political and economic imperatives that affect workplace industrial relations;
2. Show a critical appreciation of the issues that shape workplace industrial relations;
3. Present a reasoned assessment and analysis of changes in workplace employment relationships.
**HRIR 305: By the end of this course, students should be able to:**

1. Explain the theory underpinning recruitment & selection methods;
2. Articulate knowledge and critical thinking about recruitment & selection issues;
3. Examine the interaction between global employment issues and the local employment relations environment as it impacts on recruitment and selection.

**HRIR 306: By the end of this course, students should be able to:**

1. Analyse and evaluate strategic choices in remuneration and performance management;
2. Apply principles and processes, communicate and help lead the development of remuneration and performance management systems;
3. Communicate and lead performance management situations.

**HRIR 307: By the end of this course, students should be able to:**

1. Explain the theory underpinning the training and development cycle of analysis, delivery and evaluation;
2. Critically evaluate leading methods of HRD, performance issues in a workplace, and identify how training might be able to assist;
3. Communicate how principles of HRD can be applied to workplaces;
4. Create and help lead training and development initiatives.

**HRIR 320: By the end of this course, students should be able to:**

1. Analyse employment relations issues with respect to external and internal influences;
2. Explain how organisational strategy, global competition, technological change, workforce characteristics and government regulation influence employment relations decisions;
3. Discuss the relationships between different HRM and IR policies and practices;
4. Analyse and discuss case studies, research and academic articles.