Massey University
COLLEGE OF BUSINESS
Kaupapa Whai Pakihi
Creating leaders
Transforming business

Department of Management
Palmerston North & Wellington

Competitive Advantage and Human Resource Management Strategy
114.735 (30 credits)

An examination of how strategic human resource management theory and practice contributes to sustained competitive advantage in business enterprises. Particular reference is made to the environmental factors that influence talent management in New Zealand and globally.

Learning Outcomes

At the successful completion of this paper students should be able to:

*   Critically evaluate the theoretical principles of human resource strategy and sustained competitive advantage

*   Analyse the influence of external factors on talent management in business enterprise

*   Apply the principles of human resource strategy and competitive advantage to a practical organisational setting

Prerequisite(s)
Graduate Status and Permission HOD

Restriction(s)
114.725

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Available (2009)

Palmerston North	Internal	Semester Two
Extramural		Semester Two

Paper Coordinator
Associate Professor Paul Toulson & Mrs Beth Tootell

Required Text (Compulsory)
Mello, J.A. (2006) Strategic Human Resource Management (2nd ed). Thomson South-Western. *(Or 2005 edition)*

Assessment

Essay	40%
Project	60%

Contact Course
None

Useful links
Examinations:
   http://exams.massey.ac.nz
Contact Courses (Extramural):
   http://www.massey.ac.nz/massey/extramural/contact/
   contact-course-times-dates-and-places.cfm
Programme information books:
   http://www.massey.ac.nz/massey/enrolment/books/
   cob/2009_cob_enrol_books.cfm
Timetable (Internal):
   http://www.massey.ac.nz/massey/study/class-timetable/
   class-timetable_home.cfm

Contact
For more information or to discuss your study options, please contact the Department of Management,
   Email mgtadmin@massey.ac.nz
   Phone (06) 356 9099 ext 2777
   Web: http://management.massey.ac.nz

Te Kunenga
ki Pūrehuroa