



Faculty of Management and Finance
Bachelor of Business Administration Honours in Human Resource Management
Degree Programme
Course Unit Information Sheet

Course Code		HRM 41533			
Course Name		Sustainable Human Resource Management			
Semester		4000 Level - Semester I			
Credit Value	3	Core/Optional	Core	GPA/NGPA	GPA
Hourly Breakdown		Lectures	Practical	Independent Learning	
		45 Hours		105 Hours	
Course Description This course focuses on the environmental, social, and economic aspects of managing people at work to achieve organisational sustainability. It provides knowledge and understanding of the policies, procedures, rules, practices, and systems to manage employees to meet stakeholder needs and bring value to businesses.					
Intended Learning Outcomes				PLO Alignment	
At the end of the course unit, the student shall be able to,					
1. Explain sustainability concepts, including the triple bottom line (economic, social, environmental), and how it applies to HRM practices.				1, 2	
2. Identify the issues related to an organisation’s environmental, social, and economic HRM functions.				5, 8, 18	
3. Discuss strategies for engaging employees in sustainability efforts, promoting a sense of purpose and commitment to the organisation’s sustainable goals.				18, 20	
4. Develop HRM strategies that align with the overall sustainability strategy and contribute to long-term success.				6, 18, 19, 20	
5. Apply and propose innovative and creative HRM practices contributing to sustainability and organisational success.				6, 18, 20	
Course Content				Hours	ILOs
1. Introduction to Sustainable HRM				3	1
2. Dimensions of Sustainable HRM; Green HRM, Social HRM and Economic HRM				6	1, 2
3. Role of Green Employee and Green HRM Functions				6	1, 2, 3
4. Green HR Requirements; Green Competencies, Attitude, Behaviour, and Results				6	1,2, 3, 4
5. Green Jobs and Green Performance				6	1,2, 3, 4
6. Corporate Social Responsibility and Organisational Ethics				3	1,3, 4,5
7. Work Family Balance and Quality of Work Life and Employee Happiness				3	1,3, 4,5
8. Employee Retention Absenteeism and Presenteeism				3	1, 3, 4, 5
9. Customer Satisfaction and HRM				3	1, 3, 4, 5
10. Competitive Business Strategy and HR Strategy				3	1, 4, 5
11. Contemporary Issues in Sustainable HRM				3	1, 3, 4, 5
Teaching Methods					
Lectures, Tutorials, Guest lecturers, Workshops, Group discussions, and Field visits.					

Assessment Methods		
In-course Assessments 30 %	Final Examination 70 %	Total: 100%
Recommended Reading		
1. Opatha, H.H.D.N.P. <i>Sustainable Human Resource Management</i>, Author publication. The latest edition. 2. Sugumar, M. <i>Sustainable Human Resource Management: Strategies, Practices and Challenges</i> (Management, Work and Organisations). Author publication. The latest edition.		