

# **HCM509 Building High Commitment, High Resilient Organizations**

**Level:** 5

**Credit Units:** 5 Credit Units

**Language:** ENGLISH

**Presentation Pattern:** EVERY JAN

## **Synopsis:**

HCM509, Building High Commitment, High Resilient Organizations, examines the new relationship between organizations and individuals, what and how to design effective organizations. One of the key challenges facing human resource professionals is devising ways to help senior management enhance organizational capabilities and sustain organizational effectiveness. Many researches have concluded that employees contribute directly to organizational health and performance. Topics covered in this course include building organizational culture, strategizing (strategic review, strategic choice, and strategic change), talent acquisition, people-focused management, active outreach, meaningful involvement, organizational design for effectiveness, acquisition and management of talents, as well as meeting the leadership challenge.

## **Topics:**

- Pillars of high commitment, high performance organizations
- Building the high commitment, high performance system
- Hidden barriers to sustained high commitment and high performance
- What HCHP leaders must do, be, and know
- Mobilizing emotions for performance
- Building the learning and governance systems
- Managing organizational performance strategically
- Organizing for performance and commitment
- Developing human and social capital
- The organization of the future

## **Textbooks:**

Michael Beer: High Commitment, High performance: How to build a resilient organization for sustained advantage Jossey-Bass.  
ISBN-13: 9780787972288

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**Learning Outcome:**

- Discuss the role of HR professionals in building culture
- Create positive psychological contracts
- Examine individual health and performance
- Assess organisational health and performance
- Develop a ready supply of the right talent for an organisation
- Design organisations for sustainable high performance

**Assessment Strategies:**

<b>Continuous Assessment Component</b>	<b>Weightage (%)</b>
TUTOR-MARKED ASSIGNMENT	20
GROUP BASED ASSIGNMENT	30
<b>Sub-Total</b>	<b>50</b>

<b>Examinable Component</b>	<b>Weightage (%)</b>
Written Exam	50
<b>Sub-Total</b>	<b>50</b>

**Weightage Total** **100**