



Sustainable Human Capital Management

ANZ's long-term focus on corporate responsibility and creating a values-based culture has helped it to achieve the highest levels of employee engagement of all major corporations in Australia ... Sustainable Human Capital Management Conference, ANZ CEO John McFarlane, 2007.

KEY BENEFITS

Participants gain:

- Understanding of organizational practices
- Knowledge about sustainable HRM practices
- Understanding about current HRM practices
- Knowledge of research about human resource sustainability
- Competence to measure, analyse and discuss the effects of HRM practices

TOPICS

- Sustainable management of human capital
- Theories of sustainable human capital management
- Ethics
- Corporate social responsibility
- Spill over effect of work on the psychological, social and health well-being of employees
- Cross over effect of employees' work on the psychological, social and health well-being of their family, friends and members and the community
- Double externality and its impact on organizations
- Measurement of negative externality and harm of practices associated with managing human capital.

GRADUATE OUTCOMES

Participants gain specialized knowledge and experience about human sustainability based management knowledge, ethical values on human sustainability and critical and reflective thinking skills. Participants also gain work readiness and the ability to tune into the day-to-day requirements of a workplace

COMMITMENT

- Intensive mode face-to-face seminars
- Plus self-study

All participants receive copies of the course materials and access to resources on the Institute's web site

Institute of Applied Psychology and Human Capital

Normanby Chambers
430 Little Collins St, Melbourne, 3000. Victoria, Australia
www.iaphc.com.au



COURSE OVERVIEW

The course introduces the concepts of social responsibility and human capital sustainability in the management of people within organizations.

In addition, the course explores issues concerning environmentally sustainable practices that improve the effects of organizations on the health and life span of employees.

The course focuses on how organisational practices impact on psychological, social and well-being of employees and highlights the negative consequences of the externality of human capital management practices on employees, their families and the wider community.

It is important for prospective managers to comprehend the latest developments in managing human capital effectively. Such knowledge offers participants an advantage in developing sustainable practices for managing people within organizations.

Effective and sustainable practices increase the performance of an organization and enhance the psychological, social and work-related environments of employees, their families and communities.

FACILITATORS

IAPHC utilizes internationally acclaimed organizational psychologists and human capital experts, who deliver their courses in intensive face-to-face seminars over four consecutive days.

Tutorials integrate theories with management practices via structured group discussions and multi-media resources that focus on human capital and applied psychology, role plays, critical discussion and live streaming of management events.

Our international experts use pedagogy that encourages integrative thinking, experiential learning and asynchronous interaction among the participants. Tutorial participation, reflective essay, learning journal and a report on employee selection process are part of the course assessment.

Bridging theory and practice to develop work ready graduates

Broadly speaking industry representatives are satisfied with the technical or discipline-specific skills of graduates, but for some there is a perception that employability skills are under-developed.

Some employers believe that universities are providing students with a strong knowledge base but without the ability to intelligently apply that knowledge in the work setting. This is backed up by international research ... Graduate Employability Skills, 2007, DEST, Canberra.

and Human Capital

Linking education

and the workplace

