

## 325-630 Motivating and Rewarding Employees

<b>Credit Points:</b>	12.500
<b>Level:</b>	Graduate/Postgraduate
<b>Dates &amp; Locations:</b>	This subject is not offered in 2008.
<b>Time Commitment:</b>	Contact Hours: One 3-hour seminar per week (Not offered in 2008) Total Time Commitment: Not available
<b>Prerequisites:</b>	325-621 Organisational Behaviour and 325-663 Human Resource Management.
<b>Corequisites:</b>	None
<b>Recommended Background Knowledge:</b>	None
<b>Non Allowed Subjects:</b>	None
<b>Core Participation Requirements:</b>	<p>&lt;p&gt;For the purposes of considering request for Reasonable Adjustments under the Disability Standards for Education (Cwth 2005), and Student Support and Engagement Policy, academic requirements for this subject are articulated in the Subject Overview, Learning Outcomes, Assessment and Generic Skills sections of this entry.&lt;/p&gt; &lt;p&gt;It is University policy to take all reasonable steps to minimise the impact of disability upon academic study, and reasonable adjustments will be made to enhance a student's participation in the University's programs. Students who feel their disability may impact on meeting the requirements of this subject are encouraged to discuss this matter with a Faculty Student Adviser and Student Equity and Disability Support: &lt;a href="http://services.unimelb.edu.au/disability"&gt;http://services.unimelb.edu.au/disability&lt;/a&gt;&lt;/p&gt;</p>
<b>Coordinator:</b>	Dr M brown
<b>Subject Overview:</b>	<p>This subject will focus on the everyday managerial activities involved in motivating, assessing, and rewarding employee performance. Students will learn a number of techniques and programs that are designed to motivate, measure, and recognise employee performance. Topics will include goal-setting, job enrichment, employee recognition, employee involvement and empowerment, performance feedback, and pay-for-performance programs. Students will learn to identify and apply a range of criteria to evaluate the effectiveness of these management programs to develop their skills in managing employee performance. Students will also develop an understanding of the unique challenges associated with motivating various groups of people such as professionals, casual workers, ethnically diverse groups, and low-skilled employees.</p>
<b>Assessment:</b>	A 2-hour end-of-semester examination (50%) and assignments not exceeding 4000 words (50%)
<b>Prescribed Texts:</b>	None
<b>Breadth Options:</b>	This subject is not available as a breadth subject.
<b>Fees Information:</b>	Subject EFTSL, Level, Discipline & Census Date, <a href="http://enrolment.unimelb.edu.au/fees">http://enrolment.unimelb.edu.au/fees</a>
<b>Generic Skills:</b>	<p>On successful completion of this subject, students should have improved the following generic skills:</p> <p>Problem solving and critical thinking skills, which should be fostered primarily through case analyses and class discussions</p> <p>Managerial skills in terms of providing effective feedback to employees, which should be developed with a better understanding of the theories, and through role-playing and class exercises</p> <p>Oral and written communication skills, which should be developed in class discussion and in preparation of written assignments.</p> <p>On successful completion of this subject, students should be able to:</p> <p>describe and analyse various programs designed to motivate and reward employees</p>

	critically evaluate the effectiveness of these management programs apply theories of motivation and rewards to solve employee performance problems.
<b>Notes:</b>	Not offered in 2008
<b>Related Course(s):</b>	Master Of Applied Commerce (Management) Master Of Applied Commerce (Management)