

325-652 Developing Employee Competencies

Credit Points:	12.500
Level:	Graduate/Postgraduate
Dates & Locations:	2008, This subject commences in the following study period/s: Semester 2, - Taught on campus.
Time Commitment:	Contact Hours: One 3-hour seminar per week (Semester 2). Total Time Commitment: Not available
Prerequisites:	Entry into the Master of Human Resource Management.
Corequisites:	None
Recommended Background Knowledge:	None
Non Allowed Subjects:	None
Core Participation Requirements:	<p><p>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.</p> <p>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: http://services.unimelb.edu.au/disability</p></p>
Coordinator:	Dr V Bratton
Subject Overview:	This subject examines theoretical underpinnings and workplace applications concerning the training and development of HR competencies. Focus areas include recruitment and selection, training and human resource development, job analysis and key competencies, performance appraisal systems, reward management and career development issues. The focus of the subject will be on the relationships between these key HR functions and the linkages required for developing HR competencies.
Assessment:	A 2-hour end-of-semester examination (50%) and assignment(s) not exceeding 3000 words (50%).
Prescribed Texts:	None
Recommended Texts:	To be advised.
Breadth Options:	This subject is not available as a breadth subject.
Fees Information:	Subject EFTSL, Level, Discipline & Census Date, http://enrolment.unimelb.edu.au/fees
Generic Skills:	<p>On successful completion of this subject, students should be able to:</p> <ul style="list-style-type: none"> # analyse and critically evaluate the managers capacity to develop HR competencies in the workplace # identify and analyse the existence of linkages among key HR functions necessary for training and developing HR competencies # apply this knowledge in the context of real organisations through the use of case studies and examples. <p>On successful completion of this subject, students should have improved the following generic skills:</p> <ul style="list-style-type: none"> # The ability to synthesise and evaluate key theories and their operation in the wider environment;

	<ul style="list-style-type: none"># Written and verbal communication skills, which should be developed through the preparation of essays and presentations;# Fundamental skills necessary for teamwork, including negotiation, communication and delegation skills;# Effective use of time management.
Related Course(s):	Master of Applied Commerce (Human Resource Management) Master of Applied Commerce (Human Resource Management) Master of Human Resource Management