

325-209 Human Resource Management

Credit Points:	12.50
Level:	2 (Undergraduate)
Dates & Locations:	2009, This subject commences in the following study period/s: Semester 1, - Taught on campus. Semester 2, - Taught on campus.
Time Commitment:	Contact Hours: Two 1-hour lectures and a 1-hour tutorial per week Total Time Commitment: Not available
Prerequisites:	<u>325-201 Organisational Behaviour</u> (/view/2009/325-201)
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 Adam Barsky, Dr Michael James Zyphur
Subject Overview:	As businesses seek to utilise all resources to improve their competitive advantage, the importance of fully utilising human resources becomes more pronounced. The effective management of human resources can assist an organisation to realise its strategic objectives and satisfy individual needs. This subject provides an overview of the primary concerns associated with Human Resource Management (HRM). Topics covered include: the importance of HRM in organisations; external factors influencing HRM; planning and forecasting human resource requirements; recruitment and selection; performance management; reward systems; careers and mentoring; HRM outcomes and current issues in HRM. This subject incorporates up-to-date issues and explains the key functions involved in successful management of an organisation's human resources.
Objectives:	.
Assessment:	A 2-hour examination (60%) and assignment(s) totalling not more than 4000 words (40%).
Prescribed Texts:	To be advised.
Breadth Options:	<p>This subject potentially can be taken as a breadth subject component for the following courses:</p> <ul style="list-style-type: none"> # <u>Bachelor of Arts</u> (https://handbook.unimelb.edu.au/view/2009/D09) # <u>Bachelor of Biomedicine</u> (https://handbook.unimelb.edu.au/view/2009/J07) # <u>Bachelor of Environments</u> (https://handbook.unimelb.edu.au/view/2009/A04) # <u>Bachelor of Music</u> (https://handbook.unimelb.edu.au/view/2009/M05) # <u>Bachelor of Science</u> (https://handbook.unimelb.edu.au/view/2009/R01) # <u>Bachelor of Engineering</u> (https://handbook.unimelb.edu.au/view/2009/355-AA)

	You should visit learn more about breadth subjects (http://breadth.unimelb.edu.au/breadth/info/index.html) and read the breadth requirements for your degree, and should discuss your choice with your student adviser, before deciding on your subjects.
Fees Information:	Subject EFTSL, Level, Discipline & Census Date, http://enrolment.unimelb.edu.au/fees
Generic Skills:	<ul style="list-style-type: none"> # High level of development: written communication; application of theory to practice; critical thinking; synthesis of data and other information; receptiveness to alternative ideas. # Moderate level of development: oral communication; collaborative learning; problem solving; team work; interpretation and analysis; evaluation of data and other information; use of computer software; accessing data and other information from a range of sources.
Related Course(s):	Bachelor of Engineering (Mechanical and Manufacturing Engineering) Bachelor of Engineering (Mechatronics) and Bachelor of Computer Science Graduate Diploma in Management Studies