

## MGMT90015 Managing People

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| <b>Credit Points:</b>                    | 12.50   |
| <b>Level:</b>                            | 9 (Graduate/Postgraduate)   |
| <b>Dates &amp; Locations:</b>            | 2012, Parkville<br>This subject commences in the following study period/s:<br>Semester 1, Parkville - Taught on campus.<br>Semester 2, Parkville - Taught on campus.  |
| <b>Time Commitment:</b>                  | Contact Hours: One 3-hour seminar per week Total Time Commitment: Approximately 2.5 hours of personal study per hour of class time is required to achieve a satisfactory level of performance   |
| <b>Prerequisites:</b>                    | None.   |
| <b>Corequisites:</b>                     | None  |
| <b>Recommended Background Knowledge:</b> | None  |
| <b>Non Allowed Subjects:</b>             | None  |
| <b>Core Participation Requirements:</b>  | For the purposes of considering requests for Reasonable Adjustments under the Disability Standards for Education (Cwth 2005), and Students Experiencing Academic Disadvantage Policy, academic requirements for this subject are articulated in the Subject Description, Subject Objectives, Generic Skills and Assessment Requirements for this entry. The University is dedicated to provide support to those with special requirements. Further details on the disability support scheme can be found at the Disability Liaison Unit website: <a href="http://www.services.unimelb.edu.au/disability/">http://www.services.unimelb.edu.au/disability/</a>  |
| <b>Contact:</b>                          | Graduate School of Business and Economics<br>Level 4, 198 Berkeley Street<br>Telephone: +61 3 8344 1670<br><b>Online Enquiries</b> ( <a href="https://nexus.unimelb.edu.au/OnlineEnquiryForm.aspx?campaigncode=CMP-01311-VZ8293&amp;cssurl=https://nexus.unimelb.edu.au/cssfiles/gsbe.css&amp;redirecturl=http://www.gsbe.unimelb.edu.au/contactus/nexus/gsbe.html">https://nexus.unimelb.edu.au/OnlineEnquiryForm.aspx?campaigncode=CMP-01311-VZ8293&amp;cssurl=https://nexus.unimelb.edu.au/cssfiles/gsbe.css&amp;redirecturl=http://www.gsbe.unimelb.edu.au/contactus/nexus/gsbe.html</a> )<br>Web: <a href="http://www.gsbe.unimelb.edu.au">www.gsbe.unimelb.edu.au</a> ( <a href="http://www.gsbe.unimelb.edu.au">http://www.gsbe.unimelb.edu.au</a> ) |
| <b>Subject Overview:</b>                 | This subject focuses on the link between HRM and business strategies and operations. The subject examines fundamental tools in Strategic Human Resource Management including the planning, development, implementation and evaluation of HR activities. A focus will be on the fit between HR and business strategy, and the congruence among HR activities. The subject will critically analyse strategic HRM theories and practices and their applications to organisational realities. The changing nature of the HRM function and its impact on HR professionals will also be considered.   |
| <b>Objectives:</b>                       | On successful completion of this subject, students should be able to: <ul style="list-style-type: none"> <li># Analyse the relationship between business strategy and operations and HR strategy and planning;</li> <li># Identify and prioritise HR strategies in order to contribute to an organisation's competitive advantage;</li> <li># Assess the congruence and coherence of HR activities;</li> <li># Identify the different ways to evaluate the effectiveness of HR activities;</li> <li># Demonstrate the size and scope of HRM's contribution to organisational sustainability.</li> </ul>   |
| <b>Assessment:</b>                       | 2-hour end-of-semester examination (50%) Assignment(s) not exceeding 3000 words (50%)   |
| <b>Prescribed Texts:</b>                 | None  |

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| <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> <ul style="list-style-type: none"><li># The ability to synthesise and evaluate key theories and their operation in the wider environment;</li><li># Written and verbal communication skills, which should be developed through the preparation of essays and presentations;</li><li># Fundamental skills necessary for teamwork, including negotiation, communication and delegation skills;</li><li># Effective use of time management.</li></ul> |
| <b>Related Course(s):</b> | Master Of Applied Commerce (Management)<br>Master of Applied Commerce (Management)<br>Master of Journalism<br>Master of Management (Human Resources)<br>Master of Management (Human Resources)  |