

MGMT20004 Managing Human Resources

Credit Points:	12.5
Level:	2 (Undergraduate)
Dates & Locations:	2016, Parkville This subject commences in the following study period/s: Semester 1, Parkville - Taught on campus. Semester 2, Parkville - Taught on campus.
Time Commitment:	Contact Hours: 1 X 2-hour lecture and 1 X 1-hour tutorial per week Total Time Commitment: 3 hours per week plus a minimum of 6 hours per week in self-directed study
Prerequisites:	Please refer to Recommended Background Knowledge.
Corequisites:	Please refer to Recommended Background Knowledge.
Recommended Background Knowledge:	Please note that this is a second-year level subject. Students must have completed at least 50 points of study at first-year level to take this subject.
Non Allowed Subjects:	None
Core Participation Requirements:	<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>
Coordinator:	Dr Andi Pekarek, Prof Michelle Brown
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Subject Overview:	The subject explores the operational and strategic issues of managing staff in the workplace. We examine the strategic role of HRM and the contributions HRM can make to organisational success. We examine a range of HR functions (job design, HR planning; recruitment and selection; performance management; reward systems; training and development; career management; employment relations and international HRM) and evaluate the impact of these functions for employees and organisational performance.
Learning Outcomes:	<ul style="list-style-type: none"> # Develop an understanding of HRM's operational, managerial, and strategic responsibilities # Analyse the responsibilities of HR professionals and of line managers/supervisors for effective human resource management in organisations # Utilise theories and models to determine and assess effective HRM policies and practices # Understand the nature and importance of HRM policies and processes # Identify the HR functions and linkages between the functions # Critically analyse and make recommendations for improvement of human resource management practices.

Assessment:	A 2-hour end-of-semester examination (50%) Written work totalling no more than 4000 words: One individual assignment due in Week 6 (20%) One group assignment due in week 11 (20%) Tutorial participation throughout the semester (10%)
Prescribed Texts:	You will be advised of prescribed texts by your lecturer.
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"> # Bachelor of Arts (https://handbook.unimelb.edu.au/view/2016/B-ARTS) # Bachelor of Biomedicine (https://handbook.unimelb.edu.au/view/2016/B-BMED) # Bachelor of Environments (https://handbook.unimelb.edu.au/view/2016/B-ENVS) # Bachelor of Music (https://handbook.unimelb.edu.au/view/2016/B-MUS) # Bachelor of Science (https://handbook.unimelb.edu.au/view/2016/B-SCI) # Bachelor of Engineering (https://handbook.unimelb.edu.au/view/2016/B-ENG) <p>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.</p>
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)
Related Breadth Track(s):	Managing People