

MGMT90176 People and Capability

Credit Points:	12.5
Level:	9 (Graduate/Postgraduate)
Dates & Locations:	2016, Parkville This subject commences in the following study period/s: January, Parkville - Taught on campus.
Time Commitment:	Contact Hours: Intensive: Thursday January 8, Friday January 9, Monday January 12, Tuesday January 13, Wednesday January 14 from 9.00am – 5.00pm Total Time Commitment: Approximately 2.5 hours of personal study per hour of class time is required to achieve a satisfactory level of performance.
Prerequisites:	None
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:	Ms Carmel Kostos
Contact:	January: carmel.kostos@unimelb.edu.au (mailto:carmel.kostos@unimelb.edu.au)
Subject Overview:	An organization's capacity to achieve a competitive advantage through human resources begins with successful staffing. This subject evaluates the decision to “make” (train) or “buy” (recruit and select) employees for the organisation. We examine the strategic implications of staffing the organisation and then, using both theory and empirical research to assess the role and impact of recruitment, selection and training. Topics in the “buy” section of this subject include determining recruiting needs, identifying selection criteria, internal and external sourcing, evaluating recruiting effectiveness, interviewing and selection procedures and the application process. Topics in the “make” section of this subject identifying training needs, learning styles, planning the delivery of training and how to assess the effectiveness of training.
Learning Outcomes:	<ul style="list-style-type: none"> # Develop an understanding of the core HR functions (recruitment, selection, training and development) of an organisation and its relationship with other HR policies and practices. # Apply the tools and techniques of recruitment, selection, training and development to cases and exercises; # Be able to evaluate the impact of the recruitment, selection, training and development on employees and the organisation.
Assessment:	Seminar Participation. Due throughout the teaching period (10%); Analysis training needs (1,500 words). Due the week after the end of the intensive delivery period (20%); Capability case study (1500 words). Due approximately two weeks after the end of the intensive delivery

	period (20%); and 2 hour exam. Due approximately three weeks after the end of the intensive delivery period (50%).
Prescribed Texts:	You will be advised of prescribed texts by your lecturer.
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:	<ul style="list-style-type: none"> # Ability to access empirical research and identify the policy and practice implications # An understanding of relevant HR theories # Develop skills in team working # Written and oral communication skills
Related Course(s):	Master of Management (Human Resources) Master of Management (Human Resources)
Related Majors/Minors/ Specialisations:	150 Point Master of Management (Human Resources)