

## 325-650 Contemporary Employment Systems

<b>Credit Points:</b>	12.500
<b>Level:</b>	Graduate/Postgraduate
<b>Dates &amp; Locations:</b>	2008, This subject commences in the following study period/s: Semester 2, - Taught on campus.
<b>Time Commitment:</b>	Contact Hours: One 3-hour seminar per week (Semester 2). Total Time Commitment: Not available
<b>Prerequisites:</b>	Entry into the Master of Human Resource Management or Master of Applied Commerce (HRM).
<b>Corequisites:</b>	None
<b>Recommended Background Knowledge:</b>	None
<b>Non Allowed Subjects:</b>	None
<b>Core Participation Requirements:</b>	<p>&lt;p&gt;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.&lt;/p&gt;         &lt;p&gt;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: &lt;a href="http://services.unimelb.edu.au/disability"&gt;http://services.unimelb.edu.au/disability&lt;/a&gt;&lt;/p&gt;</p>
<b>Coordinator:</b>	Associate Prof C Cregan
<b>Subject Overview:</b>	The aim of this subject is to analyse employment systems in terms of the relationship between the three main actors in the employment relationship: employers, employees and the state. HRM, personnel management and simple systems will be characterised as configurations of employment practices that are established to deal with job design exigencies, control practices and legal obligations. The effect of a union presence in each situation will be examined.
<b>Assessment:</b>	One 2-hour end-of-semester examination (50%), and assignment(s) not exceeding 3000 words (50%).
<b>Prescribed Texts:</b>	None
<b>Recommended Texts:</b>	To be advised.
<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 be able to:</p> <ul style="list-style-type: none"> <li># Understand the purpose and operations of the contemporary employment relationship, the goals and activities of its principal parties, and the structural and institutional changes that have occurred in recent years;</li> <li># Have knowledge and comprehension of the main theories, models and constructs related to the employment relationship;</li> <li># Be capable of analysing and synthesising these theories and evaluating their usefulness in explaining different employment systems.</li> </ul> <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 apply theories, models and frameworks to understanding employment systems in the real world;</li> </ul>

	<ul style="list-style-type: none"><li># Analytical and interpretive skills, which should have been developed by class discussions and case studies;</li><li># Research skills involving the use of written and electronic sources and other forms of data and information;</li><li># Understanding of a range of analytical approaches to critically evaluate complex arguments;</li><li># The ability to evaluate, interpret and present independent points of view in oral and written communication.</li></ul>
<b>Related Course(s):</b>	Master Of Applied Commerce (Management) Master Of Applied Commerce (Management) Master of Applied Commerce (Human Resource Management) Master of Applied Commerce (Human Resource Management) Master of Human Resource Management