

325-663 Human Resource Management

Credit Points:	12.500
Level:	Graduate/Postgraduate
Dates & Locations:	2008, This subject commences in the following study period/s: Semester 1, - Taught on campus. Semester 2, - Taught on campus.
Time Commitment:	Contact Hours: One 3-hour seminar per week (Semester 1, Semester 2). Total Time Commitment: Not available
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>
Subject Overview:	This subject will examine the nature and role of human resource management in organisations. It will principally focus on the relationship between human resource management policies, business strategies and organisational performance. It will cover such topics as human resource planning, training and skill development, recruitment, selection, remuneration systems, career development, international human resource management and performance management.
Assessment:	A 2-hour end-of-semester examination (50%) and assignments not exceeding 3000 words (50%).
Prescribed Texts:	None
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:	<p>On successful completion of this subject, students should be able to:</p> <ul style="list-style-type: none"> # Describe and analyse the main approaches to managing people at work and the range of factors that influence human resource policies and practices; # Critically evaluate the human resource policies and practices used in different organisations; # Apply theories of human resource management to real and hypothetical situations. <p>On successful completion of this subject, students should have improved the following generic skills:</p> <ul style="list-style-type: none"> # Problem solving and critical thinking, which should be fostered primarily through discussion exercises undertaken in class; # Oral and written communication, which should be developed in class discussion and in the preparation of the assignment; # Accessing empirical and theoretical research from various sources.

Notes:	Students in the Master of Accounting, the Master of Applied Commerce programs, the Master of Business and Information Technology and the Master of e-Commerce are eligible to undertake this subject.
Related Course(s):	Graduate Certificate in University Management Master Of Applied Commerce (Management) Master Of Applied Commerce (Management) Master of Accounting Master of Accounting Master of Applied Commerce Master of Applied Commerce Master of Applied Commerce (Human Resource Management) Master of Applied Commerce (Human Resource Management) Master of Applied Commerce (International) Master of Applied Commerce (International) Master of Applied Commerce (Marketing) Master of Applied Commerce (Marketing) Master of Applied Commerce (Operations Management) Master of Applied Commerce (Operations Management) Master of Business and Information Technology Master of Business and Information Technology Master of International Business