

## 208-723 Human Resource Management

<b>Credit Points:</b>	12.50
<b>Level:</b>	9 (Graduate/Postgraduate)
<b>Dates &amp; Locations:</b>	2009, This subject commences in the following study period/s: April, - Taught on campus.
<b>Time Commitment:</b>	Contact Hours: This subject is taught using multimedia teaching techniques and is based around business case studies. Total Time Commitment: Not available
<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>	<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; <p>&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> </p>
<b>Coordinator:</b>	Mr Peter Francis Mcsweeney
<b>Subject Overview:</b>	<p>The objective of this subject is to extend the student's ability to understand the strategic and operational roles of human resource management (HRM) in agribusiness. Within this broad objective, students will learn to distinguish between the roles of the HRM specialist and the role of the agribusiness line manager in performing operational and strategic roles. They will be engaged in evaluating different models for performing the HRM functions (job analysis, HR planning recruitment and selection, induction and orientation, performance appraisal, training and development, occupational health and safety compliance and administration). They will be exposed to the key features of the Australian industrial relations system and be able to identify the sources and terms and conditions for relevant employment categories in agribusiness. At the completion of the subject, students will be better able to appreciate the role of HR managers in organisational improvement efforts with a focus on team development and management of issues such as change, conflict and creativity.</p>
<b>Assessment:</b>	Individual Assignments, 4000 words (50%), Group Assignment, 3000 words (30%), On-line discussion participation (20%).

<b>Prescribed Texts:</b>	De Cieri, H. and Kramar, R. (2005), Human Resource Management in Australia: Strategy, People, Performance. Macquarie Park: McGraw-Hill
<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>It is expected students will develop:</p> <ul style="list-style-type: none"> <li># Awareness of and ability to utilise appropriate communication technology and methods for the storage, management and analysis of data</li> <li># Highly developed computer-based skills to allow for effective on-line learning and communication</li> <li># Ability to collaborate, exchange ideas and debate across on-line learning platforms</li> <li># Ability to plan, use time effectively and manage small projects</li> <li># Appreciation of social and cultural diversity from a regional to a global context</li> </ul>
<b>Related Course(s):</b>	<p>Master of Agribusiness (Coursework)  Master of Food Science  Master of Forest Ecosystem Science  Master of Wine Technology and Viticulture  Postgraduate Certificate in Food Science  Postgraduate Diploma in Food Science</p>