

325-641 Strategic HRM Planning and Evaluation

Credit Points:	12.50
Level:	9 (Graduate/Postgraduate)
Dates & Locations:	2009, This subject commences in the following study period/s: Semester 1, - Taught on campus.
Time Commitment:	Contact Hours: One 3-hour seminar per week (Semester 1). Total Time Commitment: Not available
Prerequisites:	Entry into the Master of Human Resource Management.
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><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> </p>
Coordinator:	Assoc Prof Ying Zhu
Subject Overview:	This subject focuses on the link between HRM and business strategies and operations. The subject examines fundamental concepts in Strategic Human Resource Management including the planning, development, implementation and evaluation of HR activities. A focus will be on the fit between HR and business strategy, and the congruence among HR activities. The changing nature of the HRM function and its impact on HR professionals will also be considered. As such it provides a framework for understanding HRM that is further developed in subsequent subjects in the degree.
Objectives:	<p>On successful completion of this subject, students should be able to:</p> <ul style="list-style-type: none"> # Analyse the relationship between business strategy and operations and HR strategy and planning; # Identify and prioritise HR strategies in order to contribute to an organisation's competitive advantage; # Assess the congruence and coherence of HR activities; # Identify the different ways to evaluate the effectiveness of HR activities; # Demonstrate the size and scope of HRM's contribution to organisational performance.
Assessment:	A 2-hour end-of-semester examination (50%), and assignment(s) not exceeding 3000 words (50%).
Prescribed Texts:	None
Recommended Texts:	To be advised.
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:	On successful completion of this subject, students should have improved the following generic skills: <ul style="list-style-type: none"># Critical analytical skills, which should be developed through small group discussions, groups exercises and case studies;# Problem-solving skills, which should be developed through case studies and assignments that will require students to evaluate the appropriateness of various HR strategies for given organisational business strategies and structure;# Verbal and written communication skills, which should be developed through group discussions and major projects.
Related Course(s):	Master of Human Resource Management