

325-653 Performance Management & Reward Systems

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:	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:	Assoc Prof Michelle Brown
Subject Overview:	This subject will examine the range of human resource management systems that seek to measure employee work performance and the implications for the design and evaluation of reward systems. The focus is on the design and evaluation of performance and reward management systems for both managerial and non-managerial employees. We will examine the link between the design of effective systems and corporate strategy and utilise a range of human resource management outcomes to evaluate the impact of various performance and reward management systems for employees, unions, managers and organisations. This subject will examine these issues from both a practitioner and research perspective.
Objectives:	<p>On successful completion of this subject, students should be able to:</p> <ul style="list-style-type: none"> # Identify the key features of individual, group and organisational level reward systems and performance management systems; # Explain relationships between individual performance and a variety of reward systems that seek to promote organisational performance; # Analyse and evaluate the ways that organisations have sought to link pay to measures of performance; # Analyse and evaluate the effectiveness of the various approaches to pay and performance management.
Assessment:	One 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 thinking, which should be fostered by the application of theories relevant to performance management systems and to contemporary organisational practice;# Problem solving, which should be developed by assignments that will require students to apply principles discussed in lectures and readings to their own or hypothetical situations;# Oral and written communication, which should be developed in class discussion and in preparation of written assignments.
Related Course(s):	Master of Applied Commerce (Human Resource Management) Master of Applied Commerce (Human Resource Management) Master of Human Resource Management