

## 481-807 Human Resource Management in Education

<b>Credit Points:</b>	25.00
<b>Level:</b>	9 (Graduate/Postgraduate)
<b>Dates &amp; Locations:</b>	2009, This subject commences in the following study period/s: July, - Taught on campus.
<b>Time Commitment:</b>	Contact Hours: 36 hours 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>	Dr Lawrie Drysdale
<b>Subject Overview:</b>	This subject examines the changing role, functions and activities of human resource management in an educational setting, and explores current issues, complexities and future challenges. Content areas include human resource policy and planning; job evaluation and selection, work design, staffing practices, working terms, conditions and employment; performance management; remuneration; staff training; productivity issues and staff relations. The subject also addresses issues of industrial relations and productivity, including world best practice, bench marking, total quality management systems and quality assurance.
<b>Assessment:</b>	Two papers of 4,000 words (50 per cent each), or one paper of 8,000 words (100 per cent).
<b>Prescribed Texts:</b>	None
<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 the completion of this subject students should be able to:</p> <ul style="list-style-type: none"> <li># understand the importance and impact of human resource policy and strategy on planning, employment and effective work relationships and practices;</li> <li># examine the changing role, functions and activities of human resource management in an educational setting; and</li> <li># explore current issues, complexities and future challenges facing the management of human resources in the changing environment, particularly in educational settings.</li> </ul> <p>Generic Skills:</p> <p>Participants should develop</p> <ul style="list-style-type: none"> <li># their capacity for critical review of conceptual HRM approaches and the practical outcomes of these in a variety of contexts;</li> <li># higher order experiential skills (case study, simulation, problem based learning);</li> <li># skills in analysis and implementation in a variety of contexts;</li> </ul>

	# strategic change management skills.
<b>Links to further information:</b>	<a href="http://www.edfac.unimelb.edu.au">www.edfac.unimelb.edu.au</a>
<b>Related Course(s):</b>	<p>           Doctor Of Education            Doctor of Education            Master of Education (Educational Management)            Master of Education (Educational Management)            Master of Education (Educational Managment)            Master of Education (Stream 100A) Coursework and Thesis A            Master of Education (Stream 100B)Coursework            Master of Education (Stream 150) Major Thesis            Master of Education (Stream 150A) Coursework and Thesis A            Master of Education (Stream 150B) Coursework            Master of School Leadership         </p>