

494AA Master of Human Resource Management

Year and Campus:	2010 - Parkville
Fees Information:	Subject EFTSL, Level, Discipline & Census Date, http://enrolment.unimelb.edu.au/fees
Level:	Graduate/Postgraduate
Duration & Credit Points:	150 credit points taken over 18 months full time. This course is available as full or part time.
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Course Overview:	This program aims to assist students to develop a range of conceptual and practical skills, which will equip them to work in human resource management and related fields. The program emphasises the ways in which conceptual and theoretical skills can be utilised to solve practical problems in managing people at work.
Objectives:	<p>1. Learning Goal</p> <p>Graduates of this degree will be able to align people management strategies with business objectives and the external environment.</p> <p>Learning objectives to achieve this goal</p> <p>On successful completion of this degree students will be able to:</p> <ul style="list-style-type: none"> # Describe, explain and apply the fundamental principles of strategic human resource management; # Identify the various sources of sustained competitive advantage of human capital in managing people; and # Evaluate the impact of political, economic, social, cultural and environmental factors on managing and developing human resources. <p>2. Learning Goal</p> <p>Graduates of this degree will be capable identifying and responding to stakeholders' demands and of managing organisational relationships.</p> <p>Learning objectives to achieve this goal</p> <p>On successful completion of this degree students will be able to:</p> <ul style="list-style-type: none"> # Identify the need for stakeholders' involvement in human resource implementation; # Apply the knowledge and skills for managing stakeholders in variety of organisational contexts; # Understand and moderate the impact of social capital and social networks in relation to the need for human resource to build effective relationships with individuals and groups within and outside the organisation; and # Develop a critical appreciation of the nature of organisational change, leadership and the role of leaders. <p>3. Learning Goal</p> <p>Graduates of this degree will be effective decision makers in building organisational capability through high performing people.</p> <p>Learning objectives to achieve this goal</p> <p>On successful completion of this degree students will be able to:</p> <ul style="list-style-type: none"> # Plan, analyse and evaluate the effectiveness of related human resource policies of talent identification, recruitment, development, rewards, retention, and promotion; # Measure and evaluate the systems that distinguish high-performing from low-performing individuals; # Establish clear performance standards and analyse the result in order to improve the established standards; and

- # Develop and improve leadership and team-work skills.

4. Learning Goal

Graduates of this degree will be critical thinkers in the field of human resource management and adept in developing solutions to problems.

Learning objectives to achieve this goal

On successful completion of this degree students will be able to:

- # Explain and critically analyse factors that influence senior management decision making;
- # Make critical, sound and independent judgements for supporting organisational direction with political, economic and cultural sensitivities; and
- # Analyse the role played by stakeholders in the development of organisational policy and practice.

5. Learning Goal

Graduates of this degree will be knowledgeable in the core areas of human resource management and possess the capabilities to manage a range of functions within organisations effectively.

Learning objectives to achieve this goal

On successful completion of this degree students will be able to:

- # Describe the core areas of human resource management and the related management principles, theories and models;
- # Analyse and evaluate the key competencies needed to become a successful human resource manager including strategic management, international management, marketing and other functional disciplines;
- # Critically analyse human resource management's problems and apply relevant models and theories to generate effective solutions; and
- # Examine and evaluate the integrated nature of HRM strategy, policy and practice across the individual, group/team and organisational levels.

Course Structure & Available Subjects:

The Master of Human Resource Management consists of twelve semester-length subjects. Students are to complete a total of 150 points taking the form of 12 x 12.5 point semester-long subjects comprising seven core subjects and five elective subjects.

Students may commence in either Semester 1 or Semester 2.

Subject Options:

Core subjects

Seven core subjects:

Subject	Study Period Commencement:	Credit Points:
MGMT90010 Strategic HRM Planning and Evaluation	Semester 1	12.50
MGMT90011 Managing Stakeholders	Semester 1	12.50
MGMT90013 Leadership and Team Dynamics	Semester 2	12.50
MGMT90016 Performance Management & Reward Systems	March	12.50
MGMT90017 HRM Research and Consulting	Semester 1	12.50
MGMT90025 People and Change	Semester 2	12.50
MGMT90027 International Human Resource Management	Semester 2	12.50

Elective subjects

Five elective subjects from:

Students may select 600 level subjects from the offerings within the Faculty of Business and Economics. This will be subject to the student receiving approval from the Program Director and the relevant subject coordinator.

Entry Requirements:

1. The Selection Committee will evaluate the applicant's ability to pursue successfully the course using the following criteria:

	<ul style="list-style-type: none"> # An undergraduate degree in an appropriate discipline, or equivalent, and at least two years of documented relevant work experience; # The applicant's submitted statement of intent in seeking entry; and # Performance on the GMAT unless the applicant has met one of the approved conditions for GMAT exemption. <p>2. The Selection Committee may conduct interviews and tests and call for referee reports and employer references to elucidate any of the matters referred to above.</p>
Core Participation Requirements:	<p>For the purpose of considering requests for Reasonable Adjustments under the Disability Standards for Education (Cwth 2005), and Students Experiencing Academic Disadvantage Policy, academic requirements for this course are articulated in the Course Description, Course Objectives and Generic Skills of this entry. The University is dedicated to provide support to those with special requirements. Further details on the disability support scheme can be found at the Disability Liaison Unit website: http://www.services.unimelb.edu.au/disability/</p>
Graduate Attributes:	<p>On successful completion of this course students will be: Able to align people management strategies with business objectives and the external environment; Capable of identifying and responding to stakeholders' demands and of managing organisational relationships; Effective decision makers in building organisational capability through high performing people; Critical thinkers in the field of human resource management and adept in developing solutions to problems; Knowledgeable in the core areas of human resource management and possess the capabilities to manage a range of functions within those organisations effectively; Adept at critical evaluation of evidence in support of an argument or proposition; Problem solvers in human resource management through the application of appropriate management theories, principles and data; Effective communicators of business and management ideas, theories and solutions to peers and the wider community; Able to synthesize ideas, theories and data in developing solutions to business and managerial problems; Ethical in their practice through a knowledge of stakeholders management processes and implementation; Adept at retrieval of relevant information from a variety of sources; and Effective team members through participation in collaborative exercises.</p>
Generic Skills:	<p>On successful completion of this course students should be able to demonstrate the following generic skills:</p> <ul style="list-style-type: none"> # Critical evaluation of evidence in support of an argument or proposition; # Problem solving in human resource management through the application of appropriate management theories, principles and data; # Communication of business and management ideas, theories and solutions to peers and the wider community; # Ability to synthesize ideas, theories and data in developing solutions to business and managerial problems; # Ethical practice through a knowledge of stakeholders management processes and implementation; # Retrieval of relevant information from a variety of sources; and # Teamwork through collaborative exercises in class room discussion and written assessment.
Notes:	<p>Assessment Students must pass all twelve subjects to qualify for the Master of Human Resource Management.</p> <p>Graduate Diploma in Human Resource Management Students enrolled in any of Master of Human Resource Management who are either unable, or who choose not to continue with their studies, may be eligible to exit with a Graduate Diploma in Human Resource Management. Students must have successfully completed four core subjects and four elective subjects and be in good standing to be eligible to be awarded the Graduate Diploma in Human Resource Management.</p> <p>Graduate Certificate in Human Resource Management Students enrolled in any of Master of Human Resource Management who are either unable, or who choose not to continue with their studies, may be eligible to exit with a Graduate Certificate in Human Resource Management. Students must have successfully completed three core subjects and one elective subject and be in good standing to be eligible to be awarded the Graduate Certificate in Human Resource Management.</p>