

## MGMT90010 Strategic HRM Planning and Evaluation

<b>Credit Points:</b>	12.50
<b>Level:</b>	9 (Graduate/Postgraduate)
<b>Dates &amp; Locations:</b>	2010, Parkville This subject commences in the following study period/s: Semester 1, Parkville - Taught on campus.
<b>Time Commitment:</b>	Contact Hours: One 3-hour seminar per week Total Time Commitment: Approximately 2.5 hours of personal study per hour of class time is required to achieve a satisfactory level of performance
<b>Prerequisites:</b>	Entry into the Master of Human Resource Management
<b>Corequisites:</b>	None
<b>Recommended Background Knowledge:</b>	None
<b>Non Allowed Subjects:</b>	None
<b>Core Participation Requirements:</b>	For the purposes of considering requests for Reasonable Adjustments under the Disability Standards for Education (Cwth 2005), and Students Experiencing Academic Disadvantage Policy, academic requirements for this subject are articulated in the Subject Description, Subject Objectives, Generic Skills and Assessment Requirements for 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: <a href="http://www.services.unimelb.edu.au/disability/">http://www.services.unimelb.edu.au/disability/</a>
<b>Coordinator:</b>	Assoc Prof Ying Zhu
<b>Contact:</b>	Graduate School of Business and Economics Student Centre Level 4, 198 Berkeley Street Telephone: +61 3 8344 1670 Online Enquiries: <a href="http://www.gsbe.unimelb.edu.au/future/unity_forms/contact.html">http://www.gsbe.unimelb.edu.au/future/unity_forms/contact.html</a> ( <a href="http://www.gsbe.unimelb.edu.au/future/unity_forms/contact.html/">http://www.gsbe.unimelb.edu.au/future/unity_forms/contact.html/</a> ) Web: <a href="http://www.melbournegsm.unimelb.edu.au">www.melbournegsm.unimelb.edu.au</a> ( <a href="http://www.gsbe.unimelb.edu.au/">http://www.gsbe.unimelb.edu.au/</a> )
<b>Subject Overview:</b>	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.
<b>Objectives:</b>	On successful completion of this subject, students should be able to: <ul style="list-style-type: none"> <li># Analyse the relationship between business strategy and operations and HR strategy and planning;</li> <li># Identify and prioritise HR strategies in order to contribute to an organisation's competitive advantage;</li> <li># Assess the congruence and coherence of HR activities;</li> <li># Identify the different ways to evaluate the effectiveness of HR activities;</li> <li># Demonstrate the size and scope of HRM's contribution to organisational performance.</li> </ul>
<b>Assessment:</b>	2-hour end-of-semester examination (50%) Assignment(s) not exceeding 3000 words (50%)
<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>	On successful completion of this subject, students should have improved the following generic skills: <ul style="list-style-type: none"><li># Critical analytical skills, which should be developed through small group discussions, groups exercises and case studies;</li><li># 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;</li><li># Verbal and written communication skills, which should be developed through group discussions and major projects.</li></ul>
<b>Related Course(s):</b>	Master of Human Resource Management