

MGMT90018 Human Resource Management

Credit Points:	12.50
Level:	9 (Graduate/Postgraduate)
Dates & Locations:	2010, Parkville This subject commences in the following study period/s: Semester 1, Parkville - Taught on campus. Semester 2, Parkville - Taught on campus.
Time Commitment:	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
Prerequisites:	None
Corequisites:	None
Recommended Background Knowledge:	None
Non Allowed Subjects:	None
Core Participation Requirements:	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: http://www.services.unimelb.edu.au/disability/
Coordinator:	Dr Michael Zyphur
Contact:	Graduate School of Business and Economics Student Centre Level 4, 198 Berkeley Street Telephone: +61 3 8344 1670 Online Enquiries: http://www.gsbe.unimelb.edu.au/future/unity_forms/contact.html (http://www.gsbe.unimelb.edu.au/future/unity_forms/contact.html) Web: www.melbournegsm.unimelb.edu.au (http://www.gsbe.unimelb.edu.au/)
Subject Overview:	This subject will examine the nature and role of human resource management in organisations. It will principally focus on the relationship between human resource management policies, business strategies and organisational performance. It will cover such topics as human resource planning, training and skill development, recruitment, selection, remuneration systems, career development, international human resource management and performance management.
Objectives:	On successful completion of this subject, students should be able to: <ul style="list-style-type: none"> # Describe and analyse the main approaches to managing people at work and the range of factors that influence human resource policies and practices; # Critically evaluate the human resource policies and practices used in different organisations; # Apply theories of human resource management to real and hypothetical situations.
Assessment:	2-hour end-of-semester examination (50%) Assignments not exceeding 3000 words (50%)
Prescribed Texts:	None
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"> # Problem solving and critical thinking, which should be fostered primarily through discussion exercises undertaken in class; # Oral and written communication, which should be developed in class discussion and in the preparation of the assignment; # Accessing empirical and theoretical research from various sources.
Notes:	Students in the Master of Accounting, the Master of Management suite of programs, the Master of Applied Commerce programs and the Master of Business and Information Technology are eligible to undertake this subject.
Related Course(s):	Graduate Certificate in University Management Master Of Applied Commerce (Management) Master of Accounting Master of Accounting Master of Agribusiness (Coursework) Master of Applied Commerce Master of Applied Commerce Master of Applied Commerce (Human Resource Management) Master of Applied Commerce (Human Resource Management) Master of Applied Commerce (International) Master of Applied Commerce (International) Master of Applied Commerce (Management) Master of Applied Commerce (Marketing) Master of Applied Commerce (Marketing) Master of Applied Commerce (Operations Management) Master of Applied Commerce (Operations Management) Master of Business and Information Technology Master of Business and Information Technology Master of Environment Master of Environment Master of International Business Master of Management Postgraduate Certificate in Environment Postgraduate Diploma in Environment
Related Majors/Minors/ Specialisations:	Education Governance, Policy and Communication