

## MGMT20004 Human Resource Management

<b>Credit Points:</b>	12.50															
<b>Level:</b>	2 (Undergraduate)															
<b>Dates &amp; Locations:</b>	2011, Parkville This subject commences in the following study period/s: Semester 1, Parkville - Taught on campus. Semester 2, Parkville - Taught on campus.															
<b>Time Commitment:</b>	Contact Hours: 1 X 2-hour lecture and 1 X 1-hour tutorial per week Total Time Commitment: 3 hours per week plus a minimum of 6 hours per week in self directed study															
<b>Prerequisites:</b>	One of: <table border="1"> <thead> <tr> <th>Subject</th> <th>Study Period Commencement:</th> <th>Credit Points:</th> </tr> </thead> <tbody> <tr> <td>MGMT20001 Organisational Behaviour</td> <td>Semester 1, Semester 2</td> <td>12.50</td> </tr> <tr> <td>MGMT10002 Managing and Leading Organisations</td> <td>Summer Term, Semester 1, Semester 2</td> <td>12.50</td> </tr> <tr> <td>SOCI10001 Understanding Society</td> <td>Semester 1</td> <td>12.50</td> </tr> <tr> <td>PSYC10003 Mind, Brain &amp; Behaviour 1</td> <td>Semester 1</td> <td>12.50</td> </tr> </tbody> </table>	Subject	Study Period Commencement:	Credit Points:	MGMT20001 Organisational Behaviour	Semester 1, Semester 2	12.50	MGMT10002 Managing and Leading Organisations	Summer Term, Semester 1, Semester 2	12.50	SOCI10001 Understanding Society	Semester 1	12.50	PSYC10003 Mind, Brain & Behaviour 1	Semester 1	12.50
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<b>Recommended Background Knowledge:</b>	Please refer to Prerequisites and Corequisites.															
<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>	Dr Adam Barsky, Dr Michael Zyphur															
<b>Contact:</b>	Semester 1: <a href="mailto:abarsky@unimelb.edu.au">abarsky@unimelb.edu.au</a> (mailto:abarsky@unimelb.edu.au) Semester 2: <a href="mailto:mzyphur@unimelb.edu.au">mzyphur@unimelb.edu.au</a> (mailto:mzyphur@unimelb.edu.au)															
<b>Subject Overview:</b>	As businesses seek to utilise all resources to improve their competitive advantage, the importance of fully utilising human resources becomes more pronounced. The effective management of human resources can assist an organisation to realise its strategic objectives and satisfy individual needs. This subject provides an overview of the primary concerns associated with Human Resource Management (HRM). Topics covered include: the importance of HRM in organisations; external factors influencing HRM; planning and forecasting human resource requirements; recruitment and selection; performance management; reward systems; careers and mentoring; HRM outcomes and current issues in HRM. This subject incorporates up-to-date issues and explains the key functions involved in successful management of an organisation's human resources.															

<b>Objectives:</b>	<ul style="list-style-type: none"> <li># Develop a basic understanding of the interplay between organizational goals and objectives and human resource management</li> <li># Analyse, discuss, and make recommendations about typical HR issues</li> <li># Apply the course material in organizational settings.</li> </ul>
<b>Assessment:</b>	A 2-hour end of semester examination (50%) and two assignment(s) totalling not more than 5000 words (50%): one to be presented in one tutorial during the semester and one due at the end of the semester.
<b>Prescribed Texts:</b>	You will be advised of prescribed texts by your lecturer.
<b>Breadth Options:</b>	<p>This subject potentially can be taken as a breadth subject component for the following courses:</p> <ul style="list-style-type: none"> <li># <b><u>Bachelor of Arts</u></b> (<a href="https://handbook.unimelb.edu.au/view/2011/B-ARTS">https://handbook.unimelb.edu.au/view/2011/B-ARTS</a>)</li> <li># <b><u>Bachelor of Biomedicine</u></b> (<a href="https://handbook.unimelb.edu.au/view/2011/B-BMED">https://handbook.unimelb.edu.au/view/2011/B-BMED</a>)</li> <li># <b><u>Bachelor of Environments</u></b> (<a href="https://handbook.unimelb.edu.au/view/2011/B-ENVS">https://handbook.unimelb.edu.au/view/2011/B-ENVS</a>)</li> <li># <b><u>Bachelor of Music</u></b> (<a href="https://handbook.unimelb.edu.au/view/2011/B-MUS">https://handbook.unimelb.edu.au/view/2011/B-MUS</a>)</li> <li># <b><u>Bachelor of Science</u></b> (<a href="https://handbook.unimelb.edu.au/view/2011/B-SCI">https://handbook.unimelb.edu.au/view/2011/B-SCI</a>)</li> <li># <b><u>Bachelor of Engineering</u></b> (<a href="https://handbook.unimelb.edu.au/view/2011/B-ENG">https://handbook.unimelb.edu.au/view/2011/B-ENG</a>)</li> </ul> <p>You should visit <b><u>learn more about breadth subjects</u></b> (<a href="http://breadth.unimelb.edu.au/breadth/info/index.html">http://breadth.unimelb.edu.au/breadth/info/index.html</a>) and read the breadth requirements for your degree, and should discuss your choice with your student adviser, before deciding on your subjects.</p>
<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>	<ul style="list-style-type: none"> <li># High level of development: written communication; application of theory to practice; critical thinking; synthesis of data and other information; receptiveness to alternative ideas.</li> <li># Moderate level of development: oral communication; collaborative learning; problem solving; team work; interpretation and analysis; evaluation of data and other information; use of computer software; accessing data and other information from a range of sources.</li> </ul>
<b>Related Course(s):</b>	Bachelor of Engineering (Mechanical and Manufacturing Engineering) Bachelor of Engineering (Mechatronics) and Bachelor of Computer Science Graduate Diploma in Management Studies
<b>Related Breadth Track(s):</b>	Managing People