

MGMT90007 Motivating and Rewarding Employees

Credit Points:	12.50									
Level:	9 (Graduate/Postgraduate)									
Dates & Locations:	This subject is not offered in 2011.									
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:	MGMT90004 Organisational Behaviour and MGMT90018 Human Resource Management <table border="1" data-bbox="387 490 1485 696"> <thead> <tr> <th>Subject</th> <th>Study Period Commencement:</th> <th>Credit Points:</th> </tr> </thead> <tbody> <tr> <td>MGMT90004 Organisational Behaviour</td> <td>Semester 2</td> <td>12.50</td> </tr> <tr> <td>MGMT90018 Human Resource Management</td> <td>Not offered 2011</td> <td>12.50</td> </tr> </tbody> </table>	Subject	Study Period Commencement:	Credit Points:	MGMT90004 Organisational Behaviour	Semester 2	12.50	MGMT90018 Human Resource Management	Not offered 2011	12.50
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MGMT90004 Organisational Behaviour	Semester 2	12.50								
MGMT90018 Human Resource Management	Not offered 2011	12.50								
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/									
Contact:	Graduate School of Business and Economics Level 4, 198 Berkeley Street Telephone: +61 3 8344 1670 Online Enquiries (https://nexus.unimelb.edu.au/OnlineEnquiryForm.aspx?campaigncode=CMP-01311-VZ8293&cssurl=https://nexus.unimelb.edu.au/cssfiles/gsbe.css&redirecturl=http://www.gsbe.unimelb.edu.au/contactus/nexus/gsbe.html) Web: www.gsbe.unimelb.edu.au (http://www.gsbe.unimelb.edu.au)									
Subject Overview:	This subject will focus on the everyday managerial activities involved in motivating, assessing, and rewarding employee performance. Students will learn a number of techniques and programs that are designed to motivate, measure, and recognise employee performance. Topics will include goal-setting, job enrichment, employee recognition, employee involvement and empowerment, performance feedback, and pay-for-performance programs. Students will learn to identify and apply a range of criteria to evaluate the effectiveness of these management programs to develop their skills in managing employee performance. Students will also develop an understanding of the unique challenges associated with motivating various groups of people such as professionals, casual workers, ethnically diverse groups, and low-skilled employees.									
Objectives:	On successful completion of this subject, students should be able to: <ul style="list-style-type: none"> # Describe and analyse various programs designed to motivate and reward employees; # Critically evaluate the effectiveness of these management programs; # Apply theories of motivation and rewards to solve employee performance problems. 									
Assessment:	2-hour end-of-semester examination (50%) Assignments not exceeding 4000 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:	<p>On successful completion of this subject, students should have improved the following generic skills:</p> <ul style="list-style-type: none"># Problem solving and critical thinking skills, which should be fostered primarily through case analyses and class discussions;# Managerial skills in terms of providing effective feedback to employees, which should be developed with a better understanding of the theories, and through role-playing and class exercises;# Oral and written communication skills, which should be developed in class discussion and in preparation of written assignments.