

MGMT90015 Developing Employee Competencies

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:	Entry into the Master of Human Resource Management
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 examines theoretical underpinnings and workplace applications concerning the training and development of HR competencies. Focus areas include recruitment and selection, training and human resource development, job analysis and key competencies, performance appraisal systems, reward management and career development issues. The focus of the subject will be on the relationships between these key HR functions and the linkages required for developing HR competencies.
Objectives:	On successful completion of this subject, students should be able to: <ul style="list-style-type: none"> # Analyse and critically evaluate the managers capacity to develop HR competencies in the workplace; # Identify and analyse the existence of linkages among key HR functions necessary for training and developing HR competencies; # Apply this knowledge in the context of real organisations through the use of case studies and examples.
Assessment:	2-hour end-of-semester examination (50%) Assignment(s) 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"> # The ability to synthesise and evaluate key theories and their operation in the wider environment;

	<ul style="list-style-type: none"># Written and verbal communication skills, which should be developed through the preparation of essays and presentations;# Fundamental skills necessary for teamwork, including negotiation, communication and delegation skills;# Effective use of time management.
Related Course(s):	Master of Applied Commerce (Human Resource Management) Master of Applied Commerce (Management) Master of Management