

# 494AA Master of Human Resource Management

<b>Year and Campus:</b>	2012 - Parkville
<b>CRICOS Code:</b>	045356M
<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>Level:</b>	Graduate/Postgraduate
<b>Duration &amp; Credit Points:</b>	150 credit points taken over 18 months full time. This course is available as full or part time.
<b>Coordinator:</b>	Professor Bill Harley
<b>Contact:</b>	<p>Graduate School of Business and Economics  Level 4, 198 Berkeley Street  Telephone: +61 3 8344 1670</p> <p><b>Online Enquiries</b> (<a href="https://nexus.unimelb.edu.au/OnlineEnquiryForm.aspx?campaigncode=CMP-01306-4X1M3H&amp;cssurl=https://nexus.unimelb.edu.au/cssfiles/gsbe.css&amp;redirecturl=http://www.gsbe.unimelb.edu.au/contactus/nexus/mhrm.html">https://nexus.unimelb.edu.au/OnlineEnquiryForm.aspx?campaigncode=CMP-01306-4X1M3H&amp;cssurl=https://nexus.unimelb.edu.au/cssfiles/gsbe.css&amp;redirecturl=http://www.gsbe.unimelb.edu.au/contactus/nexus/mhrm.html</a>) Web: <a href="http://www.gsbe.unimelb.edu.au">www.gsbe.unimelb.edu.au</a> (<a href="http://www.gsbe.unimelb.edu.au/">http://www.gsbe.unimelb.edu.au/</a>)</p>
<b>Course Overview:</b>	<p>This program aims to assist students to develop a range of conceptual and practical skills, which will equip them to work in human resource management and related fields. The program emphasises the ways in which conceptual and theoretical skills can be utilised to solve practical problems in managing people at work.</p>
<b>Objectives:</b>	<p><b>1. Learning Goal</b></p> <p>Graduates of this degree will be able to align people management strategies with business objectives and the external environment.</p> <p><b>Learning objectives to achieve this goal</b></p> <p>On successful completion of this degree students will be able to:</p> <ul style="list-style-type: none"> <li># Describe, explain and apply the fundamental principles of strategic human resource management;</li> <li># Identify the various sources of sustained competitive advantage of human capital in managing people; and</li> <li># Evaluate the impact of political, economic, social, cultural and environmental factors on managing and developing human resources.</li> </ul> <p><b>2. Learning Goal</b></p> <p>Graduates of this degree will be capable identifying and responding to stakeholders' demands and of managing organisational relationships.</p> <p><b>Learning objectives to achieve this goal</b></p> <p>On successful completion of this degree students will be able to:</p> <ul style="list-style-type: none"> <li># Identify the need for stakeholders' involvement in human resource implementation;</li> <li># Apply the knowledge and skills for managing stakeholders in variety of organisational contexts;</li> <li># Understand and moderate the impact of social capital and social networks in relation to the need for human resource to build effective relationships with individuals and groups within and outside the organisation; and</li> <li># Develop a critical appreciation of the nature of organisational change, leadership and the role of leaders.</li> </ul> <p><b>3. Learning Goal</b></p> <p>Graduates of this degree will be effective decision makers in building organisational capability through high performing people.</p> <p><b>Learning objectives to achieve this goal</b></p> <p>On successful completion of this degree students will be able to:</p> <ul style="list-style-type: none"> <li># Plan, analyse and evaluate the effectiveness of related human resource policies of talent identification, recruitment, development, rewards, retention, and promotion;</li> </ul>

- # Measure and evaluate the systems that distinguish high-performing from low-performing individuals;
- # Establish clear performance standards and analyse the result in order to improve the established standards; and
- # Develop and improve leadership and team-work skills.

#### 4. Learning Goal

Graduates of this degree will be critical thinkers in the field of human resource management and adept in developing solutions to problems.

#### Learning objectives to achieve this goal

On successful completion of this degree students will be able to:

- # Explain and critically analyse factors that influence senior management decision making;
- # Make critical, sound and independent judgements for supporting organisational direction with political, economic and cultural sensitivities; and
- # Analyse the role played by stakeholders in the development of organisational policy and practice.

#### 5. Learning Goal

Graduates of this degree will be knowledgeable in the core areas of human resource management and possess the capabilities to manage a range of functions within organisations effectively.

#### Learning objectives to achieve this goal

On successful completion of this degree students will be able to:

- # Describe the core areas of human resource management and the related management principles, theories and models;
- # Analyse and evaluate the key competencies needed to become a successful human resource manager including strategic management, international management, marketing and other functional disciplines;
- # Critically analyse human resource management's problems and apply relevant models and theories to generate effective solutions; and
- # Examine and evaluate the integrated nature of HRM strategy, policy and practice across the individual, group/team and organisational levels.

#### Course Structure & Available Subjects:

The Master of Human Resource Management consists of twelve semester-length subjects. Students are to complete a total of 150 points taking the form of 12 x 12.5 point semester-long subjects comprising seven core subjects and five elective subjects.

Students may commence in either Semester 1 or Semester 2.

#### Subject Options:

#### Core subjects

#### Seven core subjects:

Subject	Study Period Commencement:	Credit Points:
MGMT90010 Strategic Human Resources	Semester 2	12.50
MGMT90011 Managing Stakeholders	Semester 1	12.50
MGMT90013 Leadership and Team Dynamics	Semester 2	12.50
MGMT90016 Performance Management & Reward Systems	Semester 1	12.50
MGMT90017 HR Consulting	Semester 2	12.50
MGMT90025 People and Change	Semester 2	12.50
MGMT90027 International Human Resources	Semester 2	12.50

#### Elective subjects

#### Five elective subjects from:

	<p>Students may select subjects from the Masters-level offerings within the Graduate School of Business and Economics. This will be subject to the student receiving approval from the Program Director and the relevant subject coordinator.</p>
<p><b>Entry Requirements:</b></p>	<p>1. The Selection Committee will evaluate the applicant's ability to pursue the course successfully using the following criteria:</p> <ul style="list-style-type: none"> <li># An undergraduate degree in any discipline , or equivalent;</li> <li># At least two years of documented relevant work experience;</li> <li># The applicant's submitted statement of intent in seeking entry; and</li> <li># Performance on the GMAT or GRE unless the applicant has met one of the approved conditions for GMAT or GRE exemption.</li> </ul> <p>2. The Selection Committee may conduct interviews and tests and may call for referee reports or employer references to elucidate any of the matters referred to above.</p> <p>Notes:</p> <p>(a) Students who successfully complete the Postgraduate Certificate in Human Resource Management may be eligible to progress to the Postgraduate Diploma in Human Resource Management or to the Master of Human Resource Management with 50 points credit. Students who successfully complete the Postgraduate Diploma in Human Resource Management may be eligible to progress to the Master of Human Resource Management with 100 points credit.</p> <p>(b) Students who discontinue from the Master of Human Resource Management but have successfully completed the requirements of the Postgraduate Certificate in Human Resource Management or the Postgraduate Diploma in Human Resource Management will be eligible to receive the Postgraduate Certificate in Human Resource Management or the Postgraduate Diploma in Human Resource Management, respectively, as an exit award.</p>
<p><b>Core Participation Requirements:</b></p>	<p>The Faculty of Business and Economics welcomes applications from students with disabilities. It is University and Faculty policy to take all reasonable steps to minimise the impact of disability upon academic study, and reasonable adjustments will be made to enhance a student's participation in the Faculty's programs. The BCom and Masters degrees of the Faculty of Business and Economics equip graduates with the knowledge and technical skills necessary to understand and participate in the modern business world. The degrees include the following academic requirements for study: (1) The ability to explain and evaluate concepts, theories, institutional arrangements and operations of modern mixed economies;(2) The ability to critically evaluate the economy, commerce and business in the broader social and political context;(3) The ability to explain and apply concepts across a range of commerce and business disciplines in solving business and policy problems; and(4) The ability to contribute positively to the development of organisations and society in relation to business, government and the commercial professions. All students of the Faculty's courses must possess intellectual, ethical, and emotional capabilities required to participate in the full curriculum and to achieve the levels of competence required by the Faculty. Candidates for the BCom degree and for FBE Masters degrees must have abilities and skills in communication; in conceptual, integrative, and quantitative dimensions; and in behavioural and social dimensions. I. Communication: The student must be able to communicate effectively and efficiently in oral and/or written form. A student must have the ability to clearly and independently communicate knowledge and application of a discipline, principles or practices during assessment tasks, and in some discipline streams. II. Intellectual#Conceptual, Integrative and Quantitative Abilities: The student is expected to have the ability to develop problem#solving skills and demonstrate the ability to establish study plans and priorities. These abilities include measurement, calculation, reasoning, analysis, and synthesis. Problem solving requires all of these intellectual abilities. Students should also have the ability to comprehend complex disciplinary and cross disciplinary information related to the BCom and Masters degrees. III. Behavioural and Social Attributes: A student must possess behavioural and social attributes that enable them to participate in a complex learning environment and the emotional health required for full utilisation of his/her intellectual abilities. Students are required to take responsibility for their own participation and learning. They also contribute to the learning of other students in collaborative learning environments, demonstrating interpersonal skills and an understanding of the needs of other students. Assessment may include the outcomes of tasks completed in collaboration with other students. Integrity, concern for others, interpersonal skills, interest, and motivation are all personal qualities that are deemed necessary for students enrolled in FBE courses. Students who feel their disability will prevent them from participating in tasks involving the inherent academic requirements of the BCom and FBE Masters courses are encouraged to contact the</p>

	Disability Liaison Unit. Adjustments can be provided to minimise the impact of a disability, but students should participate in the course in an independent manner.
<b>Graduate Attributes:</b>	On successful completion of this course students will be: Able to align people management strategies with business objectives and the external environment; Capable of identifying and responding to stakeholders' demands and of managing organisational relationships; Effective decision makers in building organisational capability through high performing people; Critical thinkers in the field of human resource management and adept in developing solutions to problems; Knowledgeable in the core areas of human resource management and possess the capabilities to manage a range of functions within those organisations effectively; Adept at critical evaluation of evidence in support of an argument or proposition; Problem solvers in human resource management through the application of appropriate management theories, principles and data; Effective communicators of business and management ideas, theories and solutions to peers and the wider community; Able to synthesize ideas, theories and data in developing solutions to business and managerial problems; Ethical in their practice through a knowledge of stakeholders management processes and implementation; Adept at retrieval of relevant information from a variety of sources; and Effective team members through participation in collaborative exercises.
<b>Generic Skills:</b>	<p><b>On successful completion of this course students should be able to demonstrate the following generic skills:</b></p> <ul style="list-style-type: none"> <li># Critical evaluation of evidence in support of an argument or proposition;</li> <li># Problem solving in human resource management through the application of appropriate management theories, principles and data;</li> <li># Communication of business and management ideas, theories and solutions to peers and the wider community;</li> <li># Ability to synthesize ideas, theories and data in developing solutions to business and managerial problems;</li> <li># Ethical practice through a knowledge of stakeholders management processes and implementation;</li> <li># Retrieval of relevant information from a variety of sources; and</li> <li># Teamwork through collaborative exercises in class room discussion and written assessment.</li> </ul>
<b>Notes:</b>	<p><b>This program is no longer available to new students for entry from 2012.</b></p> <p><b>Postgraduate Certificate in Human Resource Management</b></p> <p>Students enrolled in the Master of Human Resource Management who are either unable, or who choose not to continue with their studies, may be eligible to exit with a Postgraduate Certificate in Human Resource Management. Students must have successfully completed three core subjects and one elective subject to be awarded the Postgraduate Certificate in Human Resource Management.</p> <p><b>Postgraduate Diploma in Human Resource Management</b></p> <p>Students enrolled in the Master of Human Resource Management who are either unable, or who choose not to continue with their studies, may be eligible to exit with a Postgraduate Diploma in Human Resource Management. Students must have successfully completed five core subjects and three elective subjects to be awarded the Postgraduate Diploma in Human Resource Management.</p>