

MC-MGMTHRE Master of Management (Human Resources)

Year and Campus:	2012 - Parkville
CRICOS Code:	064496G
Fees Information:	Subject EFTSL, Level, Discipline & Census Date, http://enrolment.unimelb.edu.au/fees
Level:	Graduate/Postgraduate
Duration & Credit Points:	200 credit points taken over 24 months full time. This course is available as full or part time.
Coordinator:	Associate Prof Liliana Bove
Contact:	<p>Graduate School of Business and Economics Level 4, 198 Berkeley Street Telephone: +61 3 8344 1670</p> <p>Online Enquiries (https://nexus.unimelb.edu.au/OnlineEnquiryForm.aspx?campaigncode=CMP-01279-5W7Z12&cssurl=https://nexus.unimelb.edu.au/cssfiles/gsbe.css&redirecturl=http://www.gsbe.unimelb.edu.au/contactus/nexus/mcomm.html) Web: www.gsbe.unimelb.edu.au (http://www.gsbe.unimelb.edu.au)</p>
Course Overview:	<p>The Master of Management (Human Resources) provides foundation training in business and economics, and specialist training in human resource management. The program covers a broad spectrum of management activities including all the key areas needed to become a successful manager and leader, such as: managing people ; developing and implementing a strategic approach to managing an organisations human resources; motivating and rewarding employees; dealing with stakeholders and analysing data and developing HR policy and practice responses. The program is ideal for those seeking careers in general management, human resources or anyone whose current role requires enhanced managerial and leadership capabilities.</p>
Objectives:	<p>1. Learning Goal Graduates of this degree will be adept at obtaining, analysing, synthesising and evaluating evidence in management decision making in an area of commerce specialisation. Learning objectives to achieve this goal On successful completion of this degree students will be able to:</p> <ul style="list-style-type: none"> # Describe and explain the fundamental principles influencing markets and managing organisations; # Evaluate the impact of a variety of cultural and environmental factors on the organisation and in the market; and # Identify methods for researching business related problems. <p>2. Learning Goal Graduates of this degree will be strategic and critical thinkers in relation to business and commerce related issues and in developing solutions to problems in organisations and in society. Learning objectives to achieve this goal On successful completion of this degree students will be able to:</p> <ul style="list-style-type: none"> # Explain and critically analyse factors that influence decision making in firms and the economy; # Identify strategic issues and solutions in relation to economic problems and activity within firms; and # Apply knowledge of theory to analyse real and hypothetical problems in different markets both domestically and internationally. <p>3. Learning Goal Graduates of this degree will be effective decision makers in business and commerce. Learning objectives to achieve this goal On successful completion of this degree students will be able to:</p> <ul style="list-style-type: none"> # Apply basic mathematical techniques to analyse business data; # Apply research techniques to business related problems; # Evaluate the applicability of various theories and techniques to business related problems;

- # Employ a range of tools of analysis pertinent to the evaluation of evidence in business sector;
- # Use evidenced-based research techniques to support decisions; and
- # Apply ethical principles and corporate governance strategies to address real world issues and problems.

4. Learning Goal

Graduates of this degree will have advanced professional knowledge and skills in the human resources discipline in preparation for entry into the human resources profession.

Learning objectives to achieve this goal

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

- # Describe principles, theories and models pertaining to the human resources discipline;
- # Analyse and evaluate the key areas needed to become a successful manager including managing innovation and change, strategies to motivate and lead, strategies for engaging with national and global markets and strategies for the development for market-oriented organisations;
- # Critically analyse organisation based problems and apply relevant models and theories to generate effective solutions; and
- # Appraise recent developments in the human resources discipline.

5. Learning Goal

Graduates of this degree will be cognisant of the critical importance of human resources and its role in supporting organisational performance.

Learning objectives to achieve this goal

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

- # Link human resources to the overall strategy of the organisation;
- # Apply human resources principles to real world, cross-disciplinary organisational challenges using a case study methodology; and
- # Synthesise and apply strategic perspectives to human resources issues.

Course Structure & Available Subjects:

The Master of Management (Human Resources) consists of 16 semester-length subjects comprising four foundation subjects to be completed in the first semester of study, one compulsory HR foundation subject, six constrained choice HR core subjects, four electives and one capstone subject to be completed in the third semester of full-time study (or equivalent).

Subject Options:

Four foundation subjects

All students must take one of the following subjects:

Subject	Study Period Commencement:	Credit Points:
ECOM90009 Quantitative Methods for Business	Semester 1, Semester 2	12.50
MGMT90141 Business Analysis & Decision Making	Semester 1, Semester 2	12.50

Students must take one of the following subjects:

Subject	Study Period Commencement:	Credit Points:
ACCT90004 Accounting for Decision Making	Summer Term, Semester 1, Semester 2	12.50
FNCE90060 Financial Management	Semester 1, Semester 2	12.50

Students must take two of the following subjects:

Subject	Study Period Commencement:	Credit Points:
ECON90015 Managerial Economics	Semester 1, Semester 2	12.50
MGMT90140 Management Competencies	Semester 1, Semester 2	12.50

MGMT90144 Managing for Value Creation	Semester 1, Semester 2	12.50
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One compulsory HR foundation subject

Students should enrol in this subject immediately following completion of the four foundation subjects:

Subject	Study Period Commencement:	Credit Points:
MGMT90015 Managing People	Semester 1, Semester 2	12.50

One capstone subject

All students must take the following subject in their final semester of study:

Subject	Study Period Commencement:	Credit Points:
MGMT90010 Strategic Human Resources	Semester 2	12.50

Six constrained choice core HR subjects

Six of the following core HR subjects:

Subject	Study Period Commencement:	Credit Points:
MGMT90011 Managing Stakeholders	Semester 1	12.50
MGMT90012 Managing Diversity	Semester 2	12.50
MGMT90013 Leadership and Team Dynamics	Semester 2	12.50
MGMT90014 Policies and Issues in HRM and ER	Semester 1	12.50
MGMT90016 Performance Management & Reward Systems	Semester 1	12.50
MGMT90017 HR Consulting	Semester 2	12.50
MGMT90018 Psychology of HR Practice	Semester 1, Semester 2	12.50
MGMT90025 People and Change	Semester 2	12.50
MGMT90027 International Human Resources	Semester 2	12.50
MGMT90037 Conflict and Negotiation	July	12.50

Four electives

Students can select 50 points of additional elective subjects from the constrained core HR list, from the Master of Management elective subject listing, including MGMT90145 Business Case Challenge, or any of the foundation subjects not previously completed.

RECOMMENDED COURSE PLAN

Semester 1:

Foundation 1
Foundation 2
Foundation 3
Foundation 4

Semester 2:

MGMT90015 Managing People
Constrained choice HR core subject 1
Constrained choice HR core subject 2
Constrained choice HR core subject 3

Semester 3:

MGMT90010 Strategic Human Resources
Constrained choice HR core subject 4
Constrained choice HR core subject 5
Constrained choice HR core subject 6

	<p>Semester 4: Elective 1 Elective 2 Elective 3 Elective 4</p>
<p>Entry Requirements:</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"> # An undergraduate degree in any discipline, or equivalent; # The applicant's submitted statement of intent in seeking entry; and # Performance on the GMAT or GRE unless the applicant has met one of the approved conditions for GMAT or GRE exemption. <p>2. The Selection Committee may conduct interviews and tests and call for referee reports and employer references to elucidate any of the matters referred to above.</p> <p>Notes:</p> <p>(a) Students who successfully complete the Graduate Certificate in Management may be eligible to progress to the Graduate Diploma in Management or the Master of Management with 50 points credit. Students who successfully complete the Graduate Diploma in Management may be eligible to progress to the Master of Management with 100 points credit.</p> <p>(b) Students who discontinue from the Graduate Diploma in Management but have successfully completed the requirements of the Graduate Certificate in Management will be eligible to receive the Graduate Certificate in Management as an exit award. Students who discontinue from the Master of Management (including any of its named streams) but have successfully completed the requirements of the Graduate Diploma in Management or the Graduate Certificate in Management will be eligible to receive the Graduate Diploma in Management or the Graduate Certificate in Management, respectively, as an exit award.</p>
<p>Core Participation Requirements:</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.</p> <p>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.</p> <p>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.</p> <p>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</p>

	academic requirements of the BCom and FBE Masters courses are encouraged to contact the 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.
Graduate Attributes:	On successful completion of this degree, graduates should be: Adept at analysing and evaluating evidence in human resource decision making; Strategic and critical human resources thinkers; Effective human resource decision makers; Cognisant of the critical importance of the links between organisational strategy and human resource policy and practices; Competent in critical evaluation of evidence in support of an argument or proposition; Problem solvers in management through the application of appropriate management theories, principles and data; Clear in articulating management issues, ideas theories and solutions to a range of audiences in written and oral form; Proficient in conducting research, including accessing information and evidence from a range of sources; and Collaborative in their work practice.
Generic Skills:	On successful completion of this degree students should have enhanced their skills in: <ul style="list-style-type: none"> # Critical evaluation of evidence in support of an argument or proposition; # Problem solving in human resources through the application of appropriate theories, principles and data; # Communication of human resources concepts, theories and solutions to peers and the wider community; # Ability to synthesize ideas, theories and data in developing solutions to human resource problems; # Research skills including the retrieval of information from a variety of sources; and # Teamwork through collaborative exercises in tutorials and assessment.
Notes:	<p>Duration Full-time students will take four subjects per semester for four semesters (approximately two years). Part-time students will usually enrol for eight semesters taking two subjects per semester.</p> <p>Assessment Students must pass all twelve subjects to qualify for the Master of Management (Human Resources) (200 point).</p> <p>Graduate Certificate in Management Students enrolled in any Master of Management programs who are either unable, or who choose not to continue with their studies, may be eligible to exit with a Graduate Certificate in Management. Students must have successfully completed four Master of Management foundation subjects to be awarded the Graduate Certificate in Management.</p> <p>Graduate Diploma in Management Students enrolled in any Master of Management programs who are either unable, or who choose not to continue with their studies, may be eligible to exit with a Graduate Diploma in Management. Students must have successfully completed four foundation subjects and four Master of Management subjects to be awarded the Graduate Diploma in Management.</p>