

## MGMT40002 Advanced Human Resource Management

<b>Credit Points:</b>	12.50
<b>Level:</b>	4 (Undergraduate)
<b>Dates &amp; Locations:</b>	This subject is not offered in 2013. Monday 22 July 9-5pm Wednesday 24 July 9-5pm Friday 26 July 9-5pm Thursday 1 August 10-2pm Thursday 8 August 10-2pm Thursday 15 August 10-2pm
<b>Time Commitment:</b>	Contact Hours: Three hours per week Total Time Commitment: 144 hours per semester, including self directed study/research.
<b>Prerequisites:</b>	Admission into MC-COMMG, MC-COMMK or BH-COM
<b>Corequisites:</b>	None
<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>Contact:</b>	<b><a href="mailto:brownm@unimelb.edu.au">brownm@unimelb.edu.au</a> (mailto:brownm@unimelb.edu.au)</b>
<b>Subject Overview:</b>	The way an organisation manages its human resources can be a source of competitive advantage. This subject begins with an evaluation of the theory and empirical research on the role and impact of strategic human resource management for firm performance. We then investigate some key techniques in human resource management; performance management, impression management, performance based pay. We then examine the impact of HR on a range of outcomes: organisational commitment, turnover and absenteeism cynicism. In this class we not only review research findings on each topic but also evaluate the quality of these findings from a methodological perspective. The subject concludes with a re-assessment of the assumptions and techniques of human resource management.
<b>Objectives:</b>	On successful completion of this subject, students should be able to: <ul style="list-style-type: none"> <li>• Analyse the role and significance of human resource management in contemporary organisations</li> <li>• Describe the interdependent relationships between the functions and activities of human resource management</li> <li>• Explain the links between the management of human resources and business strategies</li> <li>• Evaluate the relationship between human resource management strategies and their impact of organisational performance</li> <li>• Critically evaluate the assumptions and strategies of human resource management</li> </ul>
<b>Assessment:</b>	A 3-hour examination (60%) and assignment(s) totalling not more than 4000 words (40%).
<b>Prescribed Texts:</b>	You will be advised of prescribed texts by your lecturer.
<b>Breadth Options:</b>	This subject is not available as a breadth subject.
<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>	# High level of development: oral communication; written communication; application of theory to practice; interpretation and analysis; critical thinking; synthesis of data and other

	<p>information; evaluation of data and other information; accessing data and other information from a range of sources; receptiveness to alternative ideas.</p> <p># Moderate level of development: collaborative learning; problem solving; team work; statistical reasoning.</p> <p># Some level of development: use of computer software.</p>
<b>Related Course(s):</b>	Master of Commerce (Management) Master of Commerce (Marketing)