

## MGMT90010 Strategic Human Resources

<b>Credit Points:</b>	12.50
<b>Level:</b>	9 (Graduate/Postgraduate)
<b>Dates &amp; Locations:</b>	This subject is not offered in 2013.
<b>Time Commitment:</b>	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
<b>Prerequisites:</b>	None
<b>Corequisites:</b>	None
<b>Recommended Background Knowledge:</b>	None
<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>	Graduate School of Business and Economics Level 4, 198 Berkeley Street Telephone: +61 3 8344 1670 <b>Online Enquiries</b> ( <a href="https://nexus.unimelb.edu.au/OnlineEnquiryForm.aspx?campaigncode=CMP-01311-VZ8293&amp;cssurl=https://nexus.unimelb.edu.au/cssfiles/gsbe.css&amp;redirecturl=http://www.gsbe.unimelb.edu.au/contactus/nexus/gsbe.html">https://nexus.unimelb.edu.au/OnlineEnquiryForm.aspx?campaigncode=CMP-01311-VZ8293&amp;cssurl=https://nexus.unimelb.edu.au/cssfiles/gsbe.css&amp;redirecturl=http://www.gsbe.unimelb.edu.au/contactus/nexus/gsbe.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> )
<b>Subject Overview:</b>	This capstone subject involves the analysis of organisational decisions and actions with a focus on implications for HR policy and practice. Many organisational decisions have implications for HR and employees including the number of people to be employed, the type of skills required and the way employee performance is assessed and rewarded. In this subject students will draw on their core business subjects and HR studies to critically analyse a series of cases on topical issues and develop recommendations that promote organisational sustainability.
<b>Objectives:</b>	On successful completion of this subject, students should be able to: <ul style="list-style-type: none"> <li># Assess the implications of organisational decisions for HR;</li> <li># Identify the HR implications of organisational decisions prior to decisions being taken;</li> <li># Develop HR responses to organisational decisions that promote organisational sustainability;</li> <li># Analyse complex organisational and employee level data to develop HR policies and recommendations;</li> <li># Demonstrate the size and scope of HR's contribution to sustained organisational performance</li> </ul>
<b>Assessment:</b>	Oral presentation due mid semester (10%) Group assignment (corporate report) totalling not more than 4000 words due week 10 or 11 (40%) 2 hour take home exam due end of semester (50%)

<b>Prescribed Texts:</b>	None
<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>	<p>On successful completion of this subject, students should have improved the following generic skills:</p> <ul style="list-style-type: none"> <li># Critical analytical skills, which should be developed through small group discussions, groups exercises and case studies;</li> <li># Problem-solving skills, which should be developed through case studies and assignments that will require students to evaluate the appropriateness of various HR responses prior to and after organisational decisions have been made;</li> <li># Verbal and written communication skills, which should be developed through group discussions and case study analyses.</li> </ul>
<b>Related Course(s):</b>	Graduate Certificate in Global People Management Master of Human Resource Management Master of Management Master of Management Master of Management (Human Resources) Master of Management (Human Resources)