

## MGMT90014 Policies and Issues in HRM and ER

<b>Credit Points:</b>	12.50
<b>Level:</b>	9 (Graduate/Postgraduate)
<b>Dates &amp; Locations:</b>	2013, Parkville This subject commences in the following study period/s: Semester 1, Parkville - Taught on campus.
<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>Coordinator:</b>	Prof Christina Cregan
<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 subject investigates HRM and ER issues of pressing concern in the contemporary global context and discusses policies that might be put into place by practitioners and governments. Lectures are conducted by a seminar approach in which students are invited to participate in the development of ideas and arguments. Visual documentary material is presented throughout the course to illustrate topics under consideration. The course deals with problems that may include the following: how to put into practice effective policies of workplace social inclusion for people with disabilities; how to establish effective employee consultation; how to break down persistent barriers to women in their career progression; how to put into practice the ethical codes of conduct of multinationals such as Nike and Gap.
<b>Objectives:</b>	On successful completion of this subject, students should be able to: <ul style="list-style-type: none"> <li># Explain and critically evaluate major issues of pressing concern in the contemporary global workplace.</li> <li># Analyse the main theories and evidence related to these issues.</li> <li># Suggest policies that might be put into place to help solve problems related to these issues.</li> </ul>
<b>Assessment:</b>	One 3-hour end-of-semester examination (50%) Assignment(s) not exceeding 3000 words. Due during the examination period (50%)

<b>Prescribed Texts:</b>	Readings will be made available on LMS.
<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 skills:</p> <ul style="list-style-type: none"> <li># Problem solving and critical thinking skills, which should be developed through seminar discussion and individual research;</li> <li># Communication skills and collaborative learning, which should be developed through oral presentations;</li> <li># The ability to apply theory to practice, which should be enhanced by developing policies to solve issue-related problems;</li> <li># Synthesis and evaluation of information, which should be fostered by adopting both pragmatic and critical approaches towards policy development.</li> </ul>
<b>Related Course(s):</b>	Master of Applied Commerce (Human Resource Management) Master of Applied Commerce (Management) Master of Management (Human Resources) Master of Management (Human Resources)