

## MGMT90018 Psychology of HR Practice

<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 2, 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>	Assoc Prof Michael Zyphur
<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 complements the strategic view of HRM by examining the psychological processes that underlie employee functioning, with a special focus on performance. Detailed models of the determinants of employee performance will be presented. These will be related to core HR functions of recruitment, selection, training and development.
<b>Objectives:</b>	On successful completion of this subject, students should be able to: <ul style="list-style-type: none"> <li># Understand the psychological underpinnings of employee performance;</li> <li># Link individual psychology with core HR functions;</li> <li># Have a firm grasp of the practical aspects of core HR processes.</li> </ul>
<b>Assessment:</b>	A 2-hour end-of-semester examination (50%) Assignments totalling 3000 words (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># The ability to synthesise and evaluate key theories and their operation in the wider environment;</li> <li># Written and verbal communication skills, which should be developed through the preparation of essays and presentations;</li> <li># Fundamental skills necessary for teamwork, including negotiation, communication and delegation skills;</li> <li># Effective use of time management.</li> </ul>
<b>Notes:</b>	<p>Students in the Master of Accounting, the Master of Management suite of programs and the Master of Business and Information Technology are eligible to undertake this subject.</p>
<b>Related Course(s):</b>	<p>Graduate Certificate in University Management  Master of Accounting  Master of Accounting  Master of Animal Science  Master of Applied Commerce  Master of Applied Commerce (Human Resource Management)  Master of Applied Commerce (International)  Master of Applied Commerce (Management)  Master of Business and Information Technology  Master of Business and Information Technology  Master of Commerce (Management)  Master of Commerce (Marketing)  Master of Forest Ecosystem Science  Master of Management  Master of Management  Master of Management (Human Resources)  Master of Management (Human Resources)  Master of Urban Horticulture  Postgraduate Diploma in Agricultural Science  Postgraduate Diploma in Animal Science and Management  Postgraduate Diploma in Food Science</p>
<b>Related Majors/Minors/ Specialisations:</b>	<p>150 point program - full time over 18 months  200 point program - full time over 18 months  200 point program - full time over 24 months  Education  Governance, Policy and Communication</p>