

MGMT90018 Psychology of HR Practice

Credit Points:	12.50
Level:	9 (Graduate/Postgraduate)
Dates & Locations:	This subject is not offered in 2014.
Time Commitment:	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
Prerequisites:	None
Corequisites:	None
Recommended Background Knowledge:	None
Non Allowed Subjects:	None
Core Participation Requirements:	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: http://www.services.unimelb.edu.au/disability/
Contact:	Semester 1: Assoc Prof Adam Barsky abarsky@unimelb.edu.au (mailto:abarsky@unimelb.edu.au) Semester 2: Assoc Prof Michael Zyphur mzyphur@unimelb.edu.au (mailto:mzyphur@unimelb.edu.au)
Subject Overview:	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.
Learning Outcomes:	On successful completion of this subject, students should be able to: <ul style="list-style-type: none"> # Understand the psychological underpinnings of employee performance; # Link individual psychology with core HR functions; # Have a firm grasp of the practical aspects of core HR processes.
Assessment:	2 hour end-of-semester examination (50%); 1000 word individual assignment due in week 6 (20%); and 2000 word group assignment due in the final week of semester (30%).
Prescribed Texts:	None
Breadth Options:	This subject is not available as a breadth subject.
Fees Information:	Subject EFTSL, Level, Discipline & Census Date, http://enrolment.unimelb.edu.au/fees
Generic Skills:	On successful completion of this subject, students should have improved the following generic skills: <ul style="list-style-type: none"> # The ability to synthesise and evaluate key theories and their operation in the wider environment; # Written and verbal communication skills, which should be developed through the preparation of essays and presentations;

	<ul style="list-style-type: none"> # Fundamental skills necessary for teamwork, including negotiation, communication and delegation skills; # Effective use of time management.
Notes:	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.
Related Course(s):	<ul style="list-style-type: none"> Graduate Certificate in University Management Master of Accounting Master of Accounting Master of Animal Science 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 Postgraduate Diploma in Food Science
Related Majors/Minors/ Specialisations:	<ul style="list-style-type: none"> 150 point program - full time over 18 months 200 point program - full time over 18 months 200 point program - full time over 24 months Governance, Policy and Communication Governance, Policy and Communication Tailored Specialisation Tailored Specialisation