

## MGMT90179 Human Resources Management (GlobalNxt)

<b>Credit Points:</b>	12.50
<b>Level:</b>	9 (Graduate/Postgraduate)
<b>Time Commitment:</b>	Contact Hours: 24 Total Time Commitment: 120 hours.
<b>Prerequisites:</b>	None
<b>Corequisites:</b>	None
<b>Recommended Background Knowledge:</b>	An undergraduate degree or equivalent; at least 2 years of relevant experience; current employment in the sector.
<b>Non Allowed Subjects:</b>	None
<b>Core Participation Requirements:</b>	For the purposes of considering request 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 of 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 website: <a href="http://www.services.unimelb.edu.au/disability">http://www.services.unimelb.edu.au/disability</a>
<b>Contact:</b>	LH Martin Institute Level 1, 715 Swanston Street E: <a href="mailto:martin-institute@unimelb.edu.au">martin-institute@unimelb.edu.au</a> (mailto:martin-institute@unimelb.edu.au) T: +61 3 8344 0756
<b>Subject Overview:</b>	<p>This subject provides an overview of key elements of human resources management for tertiary education managers, equipping students with general people management skills rather than developing human resource specialists. The subject examines human resource management issues within a global business context and helps students cultivate and apply knowledge to assist in managing people at work. Human resource planning and management is an integral component of business development and organisational performance. Employer and employee relations, recruitment and selection, training and development, performance appraisal and reward systems and legal issues are covered.</p> <p>Note this subject is offered by arrangement with our partner GlobalNxt where you will be part of a cohort of international post graduate students. Enrolling into this subject means that you are jointly enrolled with the University of Melbourne and GlobalNXT which means that you are obliged to meet the terms and conditions of enrolment of both institutions.</p>
<b>Learning Outcomes:</b>	<p>Upon completion of this subject, students should be able to:</p> <ul style="list-style-type: none"> <li># identify and explain the key issues in managing human resources</li> <li># understand key principles underlying effective management of human capital</li> <li># appreciate the role of effective people management in influencing organisational performance</li> <li># develop problem-solving skills relevant to managing human resources</li> <li># assess the likely efficacy of different approaches to managing human resources</li> </ul>
<b>Assessment:</b>	<p>Discussion board activities (individual) throughout semester, 4 x 250 word postings 5% each (20%) Action Learning Project (team based) as scheduled throughout semester First Case analyse report 1000 words (20%) Final Integrated Project (team based) as scheduled throughout semester Second Case analyse report 1500 words (30%) Final examination (individual) at end of subject, open book, open web Exam based on an original short case study of 1500 words (30%) N.B. Students must perform and pass all tasks. Pass/Fail Grade.</p>
<b>Prescribed Texts:</b>	Stone, R.J. Human Resource Management (5th ed). Brisbane: John Wiley, 2005.

<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>	On completing this subject, participants should be able to: <ul style="list-style-type: none"><li># communicate with people who work in different cultures and contexts</li><li># investigate policy and strategy problems, and generate options to resolve them</li><li># assess the risks and benefits of different solutions to management problems</li><li># apply accepted policies and principles to different kinds of cases</li><li># make well-informed management decisions that consider specific contexts.</li></ul>
<b>Related Course(s):</b>	Graduate Certificate in Tertiary Education Management Master of Tertiary Education Management