

## NRMT90018 Human Resource Management

<b>Credit Points:</b>	12.50
<b>Level:</b>	9 (Graduate/Postgraduate)
<b>Dates &amp; Locations:</b>	This subject is not offered in 2014. This subject is delivered online via the University's Learning Management System (LMS). The subject will be open on LMS approximately one week prior to the subject commencement date. The subject is taught off-campus or using blended delivery (on and off-campus) Subject Teaching Dates: <a href="http://www.land-environment.unimelb.edu.au/agribusiness/study-calendar.pdf">http://www.land-environment.unimelb.edu.au/agribusiness/study-calendar.pdf</a>
<b>Time Commitment:</b>	Contact Hours: This subject is taught using multimedia teaching techniques and is based around business case studies. There are tutorials by arrangement for on-campus students. Total Time Commitment: This subject is run over an 8-week period as opposed to a standard 12 week semester subject. It is recommended that students devote 14 hours per week to this subject over 8 weeks.
<b>Prerequisites:</b>	None
<b>Corequisites:</b>	None
<b>Recommended Background Knowledge:</b>	Students must be able to perform word processing, use Excel spreadsheets, and have a reasonable understanding of the Internet and the University's Learning Management System.
<b>Non Allowed Subjects:</b>	None
<b>Core Participation Requirements:</b>	It is University policy to take all steps to minimise the impact of disability upon academic study, and reasonable adjustments will be made to enhance a student's participation in the University's programs. Students who feel they have a disability that will impact on meeting the requirements in this subject are encouraged to discuss this matter with the Subject Coordinator and Disability Liaison Unit.
<b>Contact:</b>	<b>Melbourne School of Land &amp; Environment Student Centre</b> Ground Floor, Melbourne School of Land & Environment (building 142) <i>Enquiries</i> Phone: 13 MELB (13 6352) Email: <a href="mailto:13MELB@unimelb.edu.au">13MELB@unimelb.edu.au</a> (mailto:13MELB@unimelb.edu.au)
<b>Subject Overview:</b>	Managers in agribusiness in both small -medium enterprises and larger organisations require an understanding of the strategic and operational role of human resource management (HRM). It has long been recognised that the effective deployment and development of human resources constitutes one of the key areas of competitive advantage for modern organisations.  The subject introduces and evaluates models and approaches for the performance of key HRM functions. These include human resources planning; job analysis and design; recruitment and selection; managing diversity and work-life balance; performance management; training and skills development and occupational health and safety management, as applicable to agribusiness scenarios.  The subject builds on the Leadership subject (NRMT90017) in that the potential contribution of HRM to organisational development and improving organisational effectiveness is discussed.
<b>Learning Outcomes:</b>	The objective of this subject is to extend the participant's ability to: <ul style="list-style-type: none"> <li># understand the strategic and operational roles of human resource management (HRM) in agrifoods/agribusiness.</li> <li># distinguish between the roles of the HRM specialist and the role of the agrifoods/agribusiness line manager in performing operational and strategic roles.</li> <li># evaluate different approaches to organising key HRM functions (job analysis, HR planning, recruitment and selection, induction and orientation, performance appraisal, training and development, occupational health and safety compliance and administration).</li> </ul>

	<ul style="list-style-type: none"> <li># recognise the key features of the Australian industrial relations system and be able to identify the sources and terms and conditions for relevant employment categories in agrifoods/ agribusiness.</li> <li># appreciate the role of HR managers in organisational improvement efforts with a focus on team development and management of issues such as change, conflict and creativity.</li> </ul>
<b>Assessment:</b>	Assignment 1: 1500 words; HRM topic of choice and case study (25%); Assignment 2: 3000 words; HRM diagnosis of a provided case study and HRM strategy development (50%); On-line discussion participation (25%).*Online discussion is an integral component of this subject - a minimum grade of 50% is required in this component.
<b>Prescribed Texts:</b>	Kramer, R., Bartram, T., De Cieri, H., Noe, R., Hollenbeck, J., Gerhart, B., Wright, P. (2010), Human Resource Management in Australia. 4th Edition, McGraw-Hill, Australia. This textbook is available through the University Bookroom.
<b>Recommended Texts:</b>	Further reading material will be available online.
<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>It is expected students will develop:</p> <ul style="list-style-type: none"> <li># awareness of and ability to utilise appropriate communication technology and methods for the storage, management and analysis of data.</li> <li># highly developed computer-based skills to allow for effective on-line learning and communication.</li> <li># ability to collaborate, exchange ideas and debate across on-line learning platforms.</li> <li># ability to plan, use time effectively and manage small projects.</li> <li># appreciation of social and cultural diversity from a regional to a global context.</li> </ul>
<b>Related Course(s):</b>	Master of Agribusiness (Coursework) Master of Agribusiness (Coursework) Master of Agricultural Science Master of Animal Science Master of Food Science Master of Urban Horticulture Master of Wine Technology and Viticulture Postgraduate Certificate in Food Science Postgraduate Diploma in Agricultural Science Postgraduate Diploma in Animal Science Postgraduate Diploma in Food Science