

## MGMT90010 Strategic Human Resources

<b>Credit Points:</b>	12.5						
<b>Level:</b>	9 (Graduate/Postgraduate)						
<b>Dates &amp; Locations:</b>	2015, Parkville This subject commences in the following study period/s: Semester 1, Parkville - Taught on campus. 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>	Available to all students in the Master of Management (Human Resources) who have successfully completed 100 points of study in either the 150 point or 200 point program, plus completion of the core subject MGMT90015 Managing People at time of subject commencement. <table border="1" data-bbox="387 719 1485 869"> <thead> <tr> <th>Subject</th> <th>Study Period Commencement:</th> <th>Credit Points:</th> </tr> </thead> <tbody> <tr> <td>MGMT90015 Managing People</td> <td>Semester 1, Semester 2</td> <td>12.50</td> </tr> </tbody> </table>	Subject	Study Period Commencement:	Credit Points:	MGMT90015 Managing People	Semester 1, Semester 2	12.50
Subject	Study Period Commencement:	Credit Points:					
MGMT90015 Managing People	Semester 1, Semester 2	12.50					
<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>	Dr Daejeong Choi, Mr Andrew Zur						
<b>Contact:</b>	Semester 1: <a href="mailto:daejeong.choi@unimelb.edu.au">daejeong.choi@unimelb.edu.au</a> ( <a href="mailto:daejeong.choi@unimelb.edu.au">mailto:daejeong.choi@unimelb.edu.au</a> ) Semester 2: <a href="mailto:ajzur@unimelb.edu.au">ajzur@unimelb.edu.au</a> ( <a href="mailto:ajzur@unimelb.edu.au">mailto:ajzur@unimelb.edu.au</a> )						
<b>Subject Overview:</b>	This capstone subject involves the analysis of organisational decisions and actions with a focus on implications for HR policy and practice. Many organisational decisions have implications for HR and employees including the number of people to be employed, the type of skills required and the way employee performance is assessed and rewarded. In this subject students will draw on their core business This capstone subject involves the analysis of organisational decisions and actions with a focus on implications for HR policy and practice. Many organisational decisions have implications for HR and employees including the number of people to be employed, the type of skills required and the way employee performance is assessed and rewarded. In this subject students will draw on their core business subjects and HR studies to critically analyse a series of cases on topical issues and develop recommendations that promote organisational sustainability.						
<b>Learning Outcomes:</b>	<b>On successful completion of this subject, students should be able to:</b> <ul style="list-style-type: none"> <li># Assess the implications of organisational decisions for HR;</li> <li># Identify the HR implications of organisational decisions prior to decisions being taken;</li> </ul>						

	<ul style="list-style-type: none"> <li># Develop HR responses to organisational decisions that promote organisational sustainability;</li> <li># Analyse complex organisational and employee level data to develop HR polices and recommendations; and</li> <li># Demonstrate the size and scope of HR's contribution to sustained organisational performance.</li> </ul>
<b>Assessment:</b>	In-class activities due each class. Throughout semester (10%); One individual case analysis report of maximum 2500 words. Due week 7-10 (30%); One group assignment, maximum of 4000 words. Due Week 11 (40%); Peer evaluation surveys. Due 5-12 (10%); and 20 minute group case presentation. Due Week 12 (10%).
<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><b>On successful completion of this subject, students should have improved the following generic skills:</b></p> <ul style="list-style-type: none"> <li># Critical analytical skills, which should be developed through small group discussions, groups exercises and case studies;</li> <li># Problem-solving skills, which should be developed through case studies and assignments that will require students to evaluate the appropriateness of various HR responses prior to and after organisational decisions have been made; and</li> <li># Verbal and written communication skills, which should be developed through group discussions and case study analyses.</li> </ul>
<b>Related Course(s):</b>	Master of Human Resource Management Master of Management (Human Resources) Master of Management (Human Resources)