

MGMT90016 Performance Management & Reward Systems

Credit Points:	12.5
Level:	9 (Graduate/Postgraduate)
Dates & Locations:	2015, Parkville This subject commences in the following study period/s: Semester 2, Parkville - Taught on campus.
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/
Coordinator:	Prof Michelle Brown
Contact:	Semester 2: brownm@unimelb.edu.au (mailto:brownm@unimelb.edu.au)
Subject Overview:	This subject focuses on the design and evaluation of performance and reward management systems for both managerial and non-managerial employees. In the first half of the semester we will examine a range of design and operational challenges with performance management systems and the second half of the semester we will examine reward systems, with a particular emphasis on performance pay plans and their implications for employees, managers, unions and organisations.
Learning Outcomes:	<p>On successful completion of this subject, students should be able to:</p> <ul style="list-style-type: none"> # Identify the key features of individual, group and organisational level reward systems and performance management systems; # Explain relationships between individual performance and a variety of reward systems that seek to promote organisational performance; and # Analyse and evaluate the effectiveness of the various approaches to pay and performance management.
Assessment:	2 hour examination. End-of-semester (50%); 2000 word group assignment and presentation. Due two weeks after class presentation (20%); 1500 word individual assignment due weeks 8-10 (20%); and Seminar participation. Throughout the semester (10%).
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:	<p>On successful completion of this subject, students should have improved the following generic skills:</p> <ul style="list-style-type: none"> # Critical thinking, which should be fostered by the application of theories relevant to performance management systems and to contemporary organisational practice; # Problem solving, which should be developed by assignments that will require students to apply principles discussed in lectures and readings to their own or hypothetical situations; and # Oral and written communication, which should be developed in class discussion and in preparation of written assignments.
Notes:	<p>This subject has a quota of 70.</p> <p>Students will be selected into the subject as they self-enrol during the timely re-enrolment period. If the enrolment quota is exceeded, Master of Management (Human Resources) students will be given preference. Any students enrolling after the quota has been reached will be withdrawn from the subject and advised of the alternative subjects available.</p>
Related Course(s):	<p>Master of Human Resource Management Master of Management Master of Management Master of Management (Human Resources) Master of Management (Human Resources) Master of Public Administration Master of Public Administration (Enhanced)</p>