

150 Point Master of Management (Human Resources)

Year and Campus:	2016
Coordinator:	Dr Joeri Mol jmol@unimelb.edu.au 8344 0177
Contact:	<p>Currently enrolled students:</p> <ul style="list-style-type: none"> # General information: https://ask.unimelb.edu.au (https://ask.unimelb.edu.au/) # Contact Stop 1 (http://students.unimelb.edu.au/stop1)
Overview:	<p>The Master of Management (Human Resources) provides foundation training in business and economics, and specialist training in human resource management. The program covers a broad spectrum of management activities including all the key areas needed to become a successful manager and leader, such as: managing people; developing and implementing a strategic approach to managing an organisations human resources; motivating and rewarding employees; dealing with stakeholders and analysing data and developing HR policy and practice responses. The program is ideal for those seeking careers in general management, human resources or anyone whose current role requires enhanced managerial and leadership capabilities.</p>
Learning Outcomes:	<p>1. Learning Goal</p> <p>Graduates of this degree will be adept at obtaining, analysing, synthesising and evaluating evidence in management decision making in an area of commerce specialisation.</p> <p>Learning objectives to achieve this goal</p> <p>On successful completion of this degree students will be able to:</p> <ul style="list-style-type: none"> # Describe and explain the body of knowledge, including recent developments, influencing markets and guiding the management of organisations; # Evaluate the impact of a variety of cultural and environmental factors on the organisation and in the market; and # Identify and apply methods for researching business related problems. <p>2. Learning Goal</p> <p>Graduates of this degree will be strategic and critical thinkers in relation to business and commerce related issues and in developing solutions to problems in organisations and in society.</p> <p>Learning objectives to achieve this goal</p> <p>On successful completion of this degree students will be able to:</p> <ul style="list-style-type: none"> # Explain, critically analyse and reflect on factors that influence decision making in firms and the economy; # Identify strategic issues and solutions in relation to economic problems and activity within firms; # Apply knowledge of theory to analyse real and hypothetical problems in different markets both domestically and internationally; and # Demonstrate creativity and initiative in the application of knowledge to problem solving and innovation. <p>3. Learning Goal</p> <p>Graduates of this degree will be effective decision makers in business and commerce.</p> <p>Learning objectives to achieve this goal</p> <p>On successful completion of this degree students will be able to:</p> <ul style="list-style-type: none"> # Apply basic mathematical and/or statistical techniques to analyse business data; # Apply research techniques to business related problems; # Evaluate the applicability of various theories and techniques to business related problems; # Employ a range of tools of analysis pertinent to the evaluation of evidence in business sector; # Use evidenced-based research techniques to support decisions; # Apply ethical principles and corporate governance strategies to address real world issues and problems;

- # To demonstrate a capacity to successfully work independently with personal accountability; and
- # Execute a project requiring research or real-world application.

4. Learning Goal

Graduates of this degree will be cognisant of the critical importance of human resources and its role in supporting and sustaining organisational performance.

Learning objectives to achieve this goal

On successful completion of this degree students will be able to:

- # Understand and apply principles, theories and models pertaining to the human resources discipline;
- # Link human resources to the overall strategy of the organisation;
- # Critically analyse organisation based human resource problems and apply relevant models and theories to generate effective solutions; and
- # Synthesise and apply strategic perspectives to human resources issues.

Structure & Available Subjects:

Students enrolled in the Master of Management (Human Resources) who have been granted 50 points of advanced standing upon entry must successfully complete 12 semester-length subjects comprising two foundation subjects, two discipline core subjects, one capstone subject and seven elective subjects.

Subject Options:

Foundation Subjects

Students must complete the following two subjects:

Subject	Study Period Commencement:	Credit Points:
MGMT90141 Business Analysis & Decision Making	Summer Term, Semester 1, Semester 2	12.5
MGMT90144 Managing for Value Creation	Summer Term, Semester 1, Semester 2	12.5

Discipline Core Subjects

Students must complete the following subjects immediately after completing their foundation subjects:

Subject	Study Period Commencement:	Credit Points:
MGMT90140 Management Competencies	January, Semester 1, Semester 2	12.5
MGMT90015 Managing People	Semester 1, Semester 2	12.5

Capstone Subject

Students must complete the following subject in their final semester of study:

Subject	Study Period Commencement:	Credit Points:
MGMT90010 Strategic Human Resources	Semester 1, Semester 2	12.5

Elective Subjects

Students must select a minimum of five subjects from the following list of HR subjects:

Subject	Study Period Commencement:	Credit Points:
MGMT90011 Managing Stakeholders	Semester 1	12.5
MGMT90012 Managing Diversity	August	12.5
MGMT90013 Leadership and Team Dynamics	Semester 1	12.5

	MGMT90014 Policies and Issues in HRM and ER	Semester 2	12.5
	MGMT90016 Performance Management & Reward Systems	Semester 2	12.5
	MGMT90017 HR Consulting	Semester 1	12.5
	MGMT90018 Managerial Psychology	Semester 1, Semester 2	12.5
	MGMT90025 People and Change	Semester 1, Semester 2	12.5
	MGMT90027 International Human Resources	Semester 1, Semester 2	12.5
	MGMT90037 Conflict and Negotiation	January, July	12.5
	MGMT90176 People and Capability	January	12.5
<p>Students can select a maximum of two additional electives from the list of HR subjects or from the list of recommended Master of Management general electives (../view/current/!mc-mgmt-spc+1001) .</p> <p>Please note: The following five subjects must be taken to meet AHRI accreditation requirements: MGMT90140 Management Competencies MGMT90141 Business Analysis and Decision Making MGMT90144 Managing for Value Creation MGMT 90015 Managing People MGMT90010 Strategic Human Resources</p>			
Related Course(s):	Master of Management (Human Resources)		