

EDUC90180 Human Resource Management in Education

Credit Points:	25
Level:	9 (Graduate/Postgraduate)
Dates & Locations:	This subject is not offered in 2016.
Time Commitment:	Contact Hours: 36 hours. Total Time Commitment: 340 hours
Prerequisites:	None
Corequisites:	None
Recommended Background Knowledge:	None
Non Allowed Subjects:	None
Core Participation Requirements:	<p><p>For the purposes of considering request for Reasonable Adjustments under the Disability Standards for Education (Cwth 2005), and Student Support and Engagement Policy, academic requirements for this subject are articulated in the Subject Overview, Learning Outcomes, Assessment and Generic Skills sections of this entry.</p> <p>It is University policy to take all reasonable 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 their disability may impact on meeting the requirements of this subject are encouraged to discuss this matter with a Faculty Student Adviser and Student Equity and Disability Support: http://services.unimelb.edu.au/disability</p></p>
Contact:	This subject is not offered in 2016
Subject Overview:	This subject examines the changing role, functions and activities of human resource management in an educational setting, and explores current issues, complexities and future challenges. Content areas include human resource policy and planning; job evaluation and selection, work design, staffing practices, working terms, conditions and employment; performance management; remuneration; staff training; productivity issues and staff relations. The subject also addresses issues of industrial relations and productivity, including world best practice, bench marking, total quality management systems and quality assurance.
Learning Outcomes:	<p>On the completion of this subject students should be able to:</p> <ul style="list-style-type: none"> # understand the importance and impact of human resource policy and strategy on planning, employment and effective work relationships and practices; # examine the changing role, functions and activities of human resource management in an educational setting; and # explore current issues, complexities and future challenges facing the management of human resources in the changing environment, particularly in educational settings.
Assessment:	Two papers of 5,000 words (50 per cent each), or one paper of 10,000 words (100 per cent). This subject has a minimum hurdle requirement of 80% attendance at all tutorials, seminars and workshops.
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>Participants should develop</p> <ul style="list-style-type: none"> # their capacity for critical review of conceptual HRM approaches and the practical outcomes of these in a variety of contexts;

	<ul style="list-style-type: none"># higher order experiential skills (case study, simulation, problem based learning);# skills in analysis and implementation in a variety of contexts;# strategic change management skills.
Related Course(s):	Master of Education Master of Education Master of Education (Educational Management) Master of Education (Educational Management) Master of Education (Educational Management)