

## MC-MGTHRES Master of Management (Human Resources)

<b>Year and Campus:</b>	2016 - Parkville
<b>CRICOS Code:</b>	075104E
<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>Level:</b>	Graduate/Postgraduate
<b>Duration &amp; Credit Points:</b>	150 credit points taken over 18 months full time. This course is available as full or part time.
<b>Coordinator:</b>	Dr Vikram Bhakoo
<b>Contact:</b>	<p>Currently enrolled students:</p> <ul style="list-style-type: none"> <li># General information: <a href="https://ask.unimelb.edu.au">https://ask.unimelb.edu.au</a> (<a href="https://ask.unimelb.edu.au/">https://ask.unimelb.edu.au/</a>)</li> <li># Email: <a href="mailto:enquiries-HASS@unimelb.edu.au">enquiries-HASS@unimelb.edu.au</a> (<a href="mailto:enquiries-HASS@unimelb.edu.au">mailto:enquiries-HASS@unimelb.edu.au</a>)</li> </ul>
<b>Course Overview:</b>	<p><b>Please note this course is not accepting new students. This handbook entry only applies to students admitted prior to 2016.</b></p> <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>
<b>Learning Outcomes:</b>	<p><b>1. Learning Goal</b></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><b>Learning objectives to achieve this goal</b></p> <p>On successful completion of this degree students will be able to:</p> <ul style="list-style-type: none"> <li># Describe and explain the body of knowledge, including recent developments, influencing markets and guiding the management of organisations;</li> <li># Evaluate the impact of a variety of cultural and environmental factors on the organisation and in the market; and</li> <li># Identify and apply methods for researching business related problems.</li> </ul> <p><b>2. Learning Goal</b></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><b>Learning objectives to achieve this goal</b></p> <p>On successful completion of this degree students will be able to:</p> <ul style="list-style-type: none"> <li># Explain, critically analyse and reflect on factors that influence decision making in firms and the economy;</li> <li># Identify strategic issues and solutions in relation to economic problems and activity within firms;</li> <li># Apply knowledge of theory to analyse real and hypothetical problems in different markets both domestically and internationally; and</li> <li># Demonstrate creativity and initiative in the application of knowledge to problem solving and innovation.</li> </ul> <p><b>3. Learning Goal</b></p> <p>Graduates of this degree will be effective decision makers in business and commerce.</p> <p><b>Learning objectives to achieve this goal</b></p>

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

- # 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.

**Course Structure & Available Subjects:**

The Master of Management (Human Resources) consists of 12 semester-length subjects comprising three foundation subjects, one discipline core subject, one capstone subject and seven elective subjects.

**Subject Options:**

**Foundation subjects**

Students must take the following subjects:

Subject	Study Period Commencement:	Credit Points:
MGMT90140 Management Competencies	January, Semester 1, Semester 2	12.50
MGMT90141 Business Analysis & Decision Making	Semester 1, Semester 2	12.50
MGMT90144 Managing for Value Creation	Semester 1, Semester 2	12.50

**Please note:**

If ACCT90004 Accounting for Decision Making has not previously been taken, students must enrol in this subject in their first semester of study. This subject will take the place of an elective subject.

**Discipline core subject**

Students must complete the following subject:

Subject	Study Period Commencement:	Credit Points:
MGMT90015 Managing People	Semester 1, Semester 2	12.50

**Capstone subject**

All 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	12.50
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### Elective subjects

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

Subject	Study Period Commencement:	Credit Points:
MGMT90011 Managing Stakeholders	Semester 1	12.50
MGMT90012 Managing Diversity	Semester 2	12.50
MGMT90013 Leadership and Team Dynamics	Semester 1	12.50
MGMT90014 Policies and Issues in HRM and ER	Semester 2	12.50
MGMT90016 Performance Management & Reward Systems	Semester 2	12.50
MGMT90017 HR Consulting	Semester 1	12.50
MGMT90018 Managerial Psychology	Semester 1, Semester 2	12.50
MGMT90025 People and Change	Semester 1, Semester 2	12.50
MGMT90027 International Human Resources	Semester 1, Semester 2	12.50
MGMT90037 Conflict and Negotiation	July	12.50
MGMT90176 People and Capability	January	12.50

Students can select a maximum of two additional elective subjects from the list of HR subjects or from the list of recommended Master of Management general electives.

#### 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

#### Entry Requirements:

1. The Selection Committee will evaluate the applicant's ability to pursue the course successfully using the following criteria:

- # An undergraduate degree in a business/commerce discipline, or equivalent; or a degree with business breadth or minor, as determined by the program director;
- # The applicant's submitted statement of intent in seeking entry; and

2. The Selection Committee may conduct interviews and tests and call for referee reports and employer references to elucidate any of the matters referred to above.

#### Core Participation Requirements:

The Faculty of Business and Economics welcomes applications from students with disabilities. It is University and Faculty 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 Faculty's programs. The BCom and Masters degrees of the Faculty of Business and Economics equip graduates with the knowledge and technical skills necessary to understand and participate in the modern business world. The degrees include the following academic requirements for study: (1) The ability to explain and evaluate concepts, theories, institutional arrangements and operations of modern mixed economies; (2) The ability to critically evaluate the economy, commerce and business in the broader social and political context; (3) The ability to explain and apply concepts across a range of commerce and business disciplines in solving business and policy problems; and (4) The ability to contribute positively to the development of organisations and society in relation to business, government and the commercial professions. All students of the Faculty's courses must possess intellectual, ethical,

	<p>and emotional capabilities required to participate in the full curriculum and to achieve the levels of competence required by the Faculty. Candidates for the BCom degree and for FBE Masters degrees must have abilities and skills in communication; in conceptual, integrative, and quantitative dimensions; and in behavioural and social dimensions.I. Communication: The student must be able to communicate effectively and efficiently in oral and/or written form. A student must have the ability to clearly and independently communicate knowledge and application of a discipline, principles or practices during assessment tasks, and in some discipline streams.II. Intellectual-Conceptual, Integrative and Quantitative Abilities: The student is expected to have the ability to develop problem-solving skills and demonstrate the ability to establish study plans and priorities. These abilities include measurement, calculation, reasoning, analysis, and synthesis. Problem solving requires all of these intellectual abilities. Students should also have the ability to comprehend complex disciplinary and cross disciplinary information related to the BCom and Masters degrees.III. Behavioural and Social Attributes: A student must possess behavioural and social attributes that enable them to participate in a complex learning environment and the emotional health required for full utilisation of his/her intellectual abilities. Students are required to take responsibility for their own participation and learning. They also contribute to the learning of other students in collaborative learning environments, demonstrating interpersonal skills and an understanding of the needs of other students. Assessment may include the outcomes of tasks completed in collaboration with other students. Integrity, concern for others, interpersonal skills, interest, and motivation are all personal qualities that are deemed necessary for students enrolled in FBE courses.Students who feel their disability will prevent them from participating in tasks involving the inherent academic requirements of the BCom and FBE Masters courses are encouraged to contact the Disability Liaison Unit. Adjustments can be provided to minimise the impact of a disability, but students should participate in the course in an independent manner.</p>
<b>Graduate Attributes:</b>	<p>On successful completion of this degree, graduates should be: Adept at analysing and evaluating evidence in human resource decision making; Strategic and critical human resources thinkers; Effective human resource decision makers; Cognisant of the critical importance of the links between organisational strategy and human resource policy and practices; Competent in critical evaluation of evidence in support of an argument or proposition; Problem solvers in management through the application of appropriate management theories, principles and data; Clear in articulating management issues, ideas theories and solutions to a range of audiences in written and oral form; Proficient in conducting research, including accessing information and evidence from a range of sources; and Collaborative in their work practice.</p>
<b>Professional Accreditation:</b>	<p>The Master of Management (Human Resources) is currently an Australian Human Resource Institute (AHRI) Accredited Program. MM (HR) students will be eligible for AHRI Member status - MM (HR) provided that they successfully complete the following five compulsory subjects:</p> <ul style="list-style-type: none"> <li># MGMT90140 Management Competencies</li> <li># MGMT90141 Business Analysis and Decision Making</li> <li># MGMT90144 Managing for Value Creation</li> <li># MGMT 90015 Managing People</li> <li># MGMT90010 Strategic Human Resources</li> </ul>
<b>Generic Skills:</b>	<p>On successful completion of this degree students should have enhanced their skills in:</p> <ul style="list-style-type: none"> <li># Critical evaluation of evidence in support of an argument or proposition;</li> <li># Problem solving in management through the application of appropriate management theories, principles and data;</li> <li># Communication of human resources concepts, theories and solutions to peers and the wider community;</li> <li># Ability to synthesize ideas, theories and data in developing solutions to human resource problems;</li> <li># Research skills including the retrieval of information from a variety of sources;</li> <li># Demonstrate a capacity to successfully engage in collaborative activities such as group based work and activities; and</li> <li># Interpret and communicate research results to specialist and non-specialist audiences.</li> </ul>
<b>Notes:</b>	<p><b>Duration</b></p> <p>Full-time students will take four subjects per semester for three semesters (approximately eighteen months). Part-time students will usually enrol for six semesters taking two subjects per semester.</p>

**Graduate Certificate in Management**

Students enrolled in any Master of Management programs who are either unable, or who choose not to continue with their studies, may be eligible to exit with a Graduate Certificate in Management. Students must have successfully completed 4 x 12.5 point Master of Management subjects comprising a minimum of two discipline core and a maximum of two elective subjects to be awarded the Graduate Certificate in Management.

**Graduate Diploma in Management**

Students enrolled in any Master of Management programs who are either unable, or who choose not to continue with their studies, may be eligible to exit with a Graduate Diploma in Management. Students must have successfully completed 8 x 12.5 point Master of Management subjects comprising a minimum of four discipline core and a maximum of four elective subjects to be awarded the Graduate Diploma in Management.