

## MGMT90193 Advanced Human Resource Management

<b>Credit Points:</b>	12.5
<b>Level:</b>	9 (Graduate/Postgraduate)
<b>Dates &amp; Locations:</b>	2016, Parkville This subject commences in the following study period/s: Semester 2, Parkville - Taught on campus.
<b>Time Commitment:</b>	Contact Hours: 36 hours (one three hour seminar per week) Total Time Commitment: 144 hours per semester, including self-directed study/research
<b>Prerequisites:</b>	Admission into MC-COMMGT Master of Commerce (Management), or MC-COMMKT Master of Commerce (Marketing), or PhD with coursework (Management and Marketing)
<b>Corequisites:</b>	None
<b>Recommended Background Knowledge:</b>	None
<b>Non Allowed Subjects:</b>	None
<b>Core Participation Requirements:</b>	<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: <a href="http://services.unimelb.edu.au/disability">http://services.unimelb.edu.au/disability</a></p>
<b>Coordinator:</b>	Prof Michelle Brown
<b>Contact:</b>	Email: <a href="mailto:brownm@unimelb.edu.au">brownm@unimelb.edu.au</a> ( <a href="mailto:brownm@unimelb.edu.au">mailto:brownm@unimelb.edu.au</a> )
<b>Subject Overview:</b>	<p>In the first half of the subject, students will evaluate a range of theoretical perspectives on work and employment. The emphasis will be on comparing different conceptual perspectives on the employment relationship. Theories will be drawn from economics, sociology, critical management studies, cross cultural management and industrial relations.</p> <p>In the second half of the semester we undertake a critique of the major HR activities – from the organisational entry of employees to (voluntary) exit. Students will examine a variety of theories predict organisational choices and employee reactions. We will review both quantitative and qualitative research to empirically assess the impact of HR activities on employees and organisations.</p>
<b>Learning Outcomes:</b>	<p><b>On successful completion of this subject, students should be able to:</b></p> <ul style="list-style-type: none"> <li># Identify a range of theories in human resource management;</li> <li># Critically evaluate theory and research in human resource management;</li> <li># Understand the link between theory and research methods in human resource management;</li> <li># Analyse the role and significance of human resource management in contemporary organisations; and</li> <li># Evaluate the relationship between human resource management strategies and their impact of organisational performance</li> </ul>
<b>Assessment:</b>	3 hour examination at the end of semester (50%) Individual research pitch of 1,000 words, due in week 5 (15%) Individual research agenda paper of 2,000 words, due in week 11 (25%) Class participation throughout the semester (10%)

<b>Prescribed Texts:</b>	You will be advised of prescribed texts by your lecturer.
<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>	<ul style="list-style-type: none"><li># High level of development: oral communication; written communication; application of theory to practice; interpretation and analysis; critical thinking; synthesis of data and other information; evaluation of data and other information; accessing data and other information from a range of sources; receptiveness to alternative ideas;</li><li># Moderate level of development: collaborative learning; problem solving; team work; statistical reasoning; and</li><li># Some level of development: use of computer software.</li></ul>
<b>Related Course(s):</b>	Master of Commerce (Management) Master of Commerce (Marketing)