

NRMT90018 Human Resource Management

Credit Points:	12.5
Level:	9 (Graduate/Postgraduate)
Dates & Locations:	2016, Parkville This subject commences in the following study period/s: Semester 1, Parkville - Taught online/distance. Semester 1, Parkville - Taught on campus. This subject is can be taken entirely online via the University's Learning Management System (LMS), or taken as a multi-modal subject for students who study on-campus. The subject will be open on LMS approximately two weeks prior to the subject commencement date.
Time Commitment:	Contact Hours: 170 hours Total Time Commitment: 170 hours
Prerequisites:	None
Corequisites:	None
Recommended Background Knowledge:	Students must be able to perform word processing, use Excel spreadsheets, and have a reasonable understanding of the Internet and the University's Learning Management System.
Non Allowed Subjects:	None
Core Participation Requirements:	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. This course requires all students to enrol in subjects where they must actively and safely contribute to field excursions and laboratory activities. Students who feel their disability will impact on meeting this requirement are encouraged to discuss this matter with the Subject Coordinator and Disability Liaison http://services.unimelb.edu.au/disability/ . Students email: disability-liaison@unimelb.edu.au
Coordinator:	Assoc Prof Ruth Nettle
Contact:	Email: ranettle@unimelb.edu.au (mailto:ranettle@unimelb.edu.au)
Subject Overview:	<p>Managers in both small-medium enterprises and larger organisations require an understanding of the strategic and operational role of human resource management (HRM). It has long been recognised that the effective deployment and development of human resources constitutes one of the key areas of competitive advantage for modern organisations.</p> <p>The subject introduces principles of strategic HRM for organisations and evaluates models and approaches for the performance of key HRM functions applicable to a large range of agri-food and agri-business organisations across value chains (e.g. farms, processors, professional services, government, R&D organisations). Topics include: human resources planning; job analysis and design; recruitment and selection; managing diversity and work-life balance; performance management; remuneration and reward; training and skills development; industrial relations and workplace health and safety; human resources leadership.</p> <p>The subject builds on the Leadership subject (NRMT90017 (../view/2015/NRMT90017)) in identifying the contribution of HRM to organisational development and organisational effectiveness.</p>
Learning Outcomes:	<p>The objective of this subject is to extend the participant's ability to:</p> <ul style="list-style-type: none"> # Understand the strategic and operational roles of human resource management (HRM) in agri-organisations # Distinguish between the roles of the HRM specialist and the role of the agri-organisation line manager in performing operational and strategic roles # Evaluate different approaches to organising key HRM functions related to innovation/ competitive advantage such as team development, and management of issues such as change, conflict and creativity. Functions covered include: human resources planning; job analysis and design; recruitment and selection; managing diversity and work-life balance;

	<p>performance management; remuneration and reward; training and skills development; industrial relations and workplace health and safety human resources leadership</p> <ul style="list-style-type: none"> # Recognise the key features of the Australian industrial relations system and identify the sources and terms and conditions for relevant employment categories for agri-organisations # Have a general knowledge of issues associated with International HRM particularly within multi-national organisations # Appreciate the role of agri-organisation leaders and HR managers in organisational improvement
Assessment:	One 1500 word essay due in approximately Week 5 worth 25% One 2500 word case study report due in approximately Week 11 worth 50% Online discussion participation due throughout the semester worth 25%* *Online discussion is an integral component of this subject. It is a hurdle requirement that a minimum grade of 50% is achieved in this component.
Prescribed Texts:	Kramer, R., Bartram, T., De Cieri, H. (2013), Human Resource Management in Australia. 5th Edition, McGraw-Hill, Australia. This textbook is available through the University Bookroom and as an e-book which can be purchased online.
Recommended Texts:	Further reading material will be available online.
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>It is expected students will develop:</p> <ul style="list-style-type: none"> # Awareness of and ability to utilise appropriate communication technology and methods for the storage, management and analysis of data # Highly developed computer-based skills to allow for effective online learning and communication # Ability to collaborate, exchange ideas and debate across online learning platforms # Ability to plan, use time effectively and manage small projects # Appreciation of social and cultural diversity from a regional to a global context
Related Course(s):	<p>Graduate Certificate in Agricultural Sciences Graduate Certificate in Food Science Graduate Diploma in Agribusiness for Veterinarians Graduate Diploma in Agricultural Sciences Graduate Diploma in Food Science Master of Agribusiness Master of Agribusiness (Coursework) Master of Agricultural Science Master of Animal Science Master of Food Science Master of Urban Horticulture Master of Wine Technology and Viticulture Postgraduate Diploma in Agricultural Science Postgraduate Diploma in Food Science</p>
Related Majors/Minors/ Specialisations:	<p>100 Point (A) Master of Agricultural Sciences 100 Point (B) Master of Agricultural Sciences 150 Point Master of Agricultural Sciences 200 Point Master of Agricultural Sciences</p>