

Master of Human Resource Management

Our Master of Human Resource Management offers a unique approach to management in the human resource sector, with an in-depth and rigorous learning experience. Alongside a foundation in the specialized knowledge and skills related to human resource management, you will also have opportunities to deeply understand the real challenges facing managers and organizations in managing employees and specialize and apply what you've learned in practice. The Program is organized around three key themes:

Common Business Subjects

Accounting and Financial Management

This subject is a foundation subject and is intended for those who need to obtain some introductory understanding of the principles of accounting and financial management. No previous knowledge or experience is assumed. The subject will introduce you to the role that effective financial management makes within an organisation. The aim is to increase your proficiency in the use of the accounting data that you receive in your work environment, as well as making you aware of the basis on which key financial decisions are made. You will be introduced to the basic concepts of financial decision-making and the role of financial management in organisations. The concepts and techniques introduced are intended to assist you in the use and interpretation of accounting data and allow you to become better acquainted with the planning and controlling of resources you have at your disposal.

Operations Management

The subject highlights the growing importance of operations management to all types of businesses/industries. Operations management is the science and art of ensuring that goods and services are created and delivered to customers' expectations in full and on time. Additionally, it provides early insights into the content of the Master of Science reviewing areas such as Supply Chain Management, Quality Management and Project Management. This subject enhances students' fundamental knowledge and learning skills required to engage within Postgraduate learning successfully. The subject also develops students' reflective skills and ability to analyse, consolidate and synthesise complex information in problem solving and decision making.

Organisational Behaviour and Management

This subject provides a comprehensive overview of management process and organisational behaviour for students to understand the foundations of management theory and the nature of human behaviour operating within organisations. The subject covers the history and contemporary analysis of management theory and concepts relating to: individual, group and organisational processes within business contexts. This subject enhances student's fundamental knowledge and learning skills in problem solving and decision making required to successfully engage with and complete further subjects within their postgraduate

management degree. This subject also develops students' communication and teamwork skills and application of knowledge to analyse, consolidate and synthesise complex information.

Principles of Marketing Management

The subject examines the concepts underpinning the marketing process and theories relevant to the study and practice of modern marketing science. Key concepts covered include the creation and delivery of customer value, customer retention and return on marketing investment, marketing's role in an organisation as defined by the overall strategic plan, and its integration with other functional disciplines within the organisation, elements of marketing plan, competitor analysis and strategies, marketing environment, marketing research, consumer and business buying behaviour, strategic nature of segmenting markets, targeting, and positioning brands, marketing mix decisions, and marketing ethics and social responsibility. The subject provides a foundation for the development of effective market-oriented managerial thinking, communication and team-work skills.

Specialisation Subjects

Job Analysis, Recruitment and Selection

This subject examines contemporary issues and theory related to the environment and processes of organisational entry, involving the key phases of job analysis, recruitment, selection and socialisation. Traditional recruitment strategies are assessed from the perspective of the organisation and the individual in light of contemporary theoretical developments. A range of personnel selection techniques is examined in relation to issues of reliability, validity, fairness and applicability. In addition, there will be a focus on major challenges faced in these processes in the light of rapidly changing technologies and globalisation. Organisational entry processes will be critically evaluated in the context of differing cultural expectations and practices. A range of practical skills in recruitment and selection processes will also be developed.

Management of Workplace Health and Safety

This subject examines issues associated with the establishment of programs for the effective management of workplace health and safety (WHS). Topics include: the regulatory context, workplace health and safety management systems, benefit-cost analysis, the impact of work organisation, culture and change on workplace health and safety, multidisciplinary perspectives, technical and motivational factors, the role of the specialist, workplace health and safety employee involvement, and training and development.

Human Resource Development

This subject provides an advanced perspective on the use of Human Resource Development (HRD) in enhancing the social responsibility and competitive advantage of organisations, by building up their intellectual and learning system capacities. It covers theoretical and practical aspects of individual, group and organisational learning, with an emphasis on the

design, delivery and evaluation of workplace training and development. The concept of high level transformative learning is also developed as a way to change organisations through their human capital and capabilities.

Performance Management

This subject addresses the performance management process including the following key aspects: identifying and describing essential job functions and relating them to the mission and goals of the organisation, developing performance standards; writing and communicating constructive evaluations, rewarding individual and team performance, and planning, education and development activities to maintain and improve employee work performance. Performance management is seen as an ongoing communication process between manager and employee.

Managing Employment Relations in Organisations

This subject introduces students to theories and practices of employee relations management. Students will critically analyse theoretical perspectives of the employment relationship including the contract of employment in a statutory context. Practical applications include differences in employment relations according to the nature of work performed and employee type (extending to award or enterprise agreement coverage, and indirect labour, particularly through the use of contract labour), legacy and current industrial relations, and the workplace environment. The subject explores the role of the State, the role of management and the role of employee organisations, and the statutory rights and protections governing the employment relationship at an individual and collective level, bargaining structures, employee participation and industrial conflict. While comparisons will be made with employment relations structures elsewhere in the world, the major focus will be on the Australian context.

Capstone Project | (12CP)

Business Research Capstone

Students will conduct a project related to an organisational context in order to develop their research skills. Students will communicate their findings orally and in writing. Projects will be allocated by the Subject Coordinator. Variations may be approved by the Program Director, provided the subject and course learning outcomes are achieved.

In addition, you will choose any one elective from the approved list below:

Strategic Management

This subject examines strategic management concepts and frameworks, and explores the links between strategic management and human resource management. A number of models of strategic HRM are considered, in terms of their theoretical foundations and practical utility. The overall focus is on using the conceptual and analytical frameworks of strategic HRM to develop and implement effective human resource and employment relations strategies.

Cross-Cultural Management

The subject addresses key issues and problems associated with managing across cultural boundaries in a context of increasing global contact. Topics include cross-cultural communication, technology, comparative management practices, managing with multicultural policies, and the challenges cultural differences pose for international managers.

Management of Change

This subject deals with management of change in organisations. Topics include: sources of change, resistance to change, coping with change, organisational values, creation of organisational visions and missions, leading organisational change, models of organisational change, creation and change of organisational cultures. Emphasis is placed on the application of theory to case study examples.

Organisational Analysis

Contact Faculty of Business for subject description.

Organisational Behaviour

This subject examines the key theoretical frames that are used to analyse complex organisations. Students are provided with an understanding of theories and concepts that explain how organisational members are affected by organisational structures and environments, human resource flows, politics, and micro cultures. Emphasis is placed on frame complementarity and learning how to apply the frames to real organisations.

Contemporary Issues in International Business

This subject provides comprehensive analysis and exploration of probable consequences of contemporary issues in international business environments. Rapid changes in global environments may have a potentially significant impact on international business and the associated home and/or host nations. This subject will explore options for organisations which need to decide how to adjust, reshape and/or reconstruct their strategic directions and their organisation and management structures in order to meet these rapidly evolving complex challenges.