Bachelor of Business (Human Resource Management) (BS05)

Year offered: 2011
Admissions: Yes
CRICOS code: 003491G
Course duration (full-time): 3 years
Course duration (part-time): 6 years
Domestic Fees (indicative): 2011: CSP $4,506 per semester (indicative)
International Fees (indicative): 2011: $10,900 (indicative) per semester (subject to annual review)
Domestic Entry: February and July
International Entry: February, July and November* (*conditions apply) (international students can only study at Gardens Point campus)
QTAC code: 413021
Past rank cut-off: 81
Past OP cut-off: 10
OP Guarantee: Yes
Assumed knowledge: English (4, SA)
Preparatory studies: For information on acquiring assumed knowledge visit http://www.qut.edu.au/assumed-knowledge
Total credit points: 288
Standard credit points per full-time semester: 48
Standard credit points per part-time semester: 24
Course coordinator: Director of Undergraduate Studies, QUT Business School; email: bus@qut.edu.au
Discipline coordinator: Mr Greg Southey
Campus: Gardens Point

Why choose this course?
If you’re interested in helping others reach their full potential and believe work life should be satisfying and fulfilling – this might be the career for you. A career in human resource management will provide the ideal opportunity to make a real contribution to your organisation.

Overview
It is an exciting time to embark on a career in human resource management. New technologies, increasing workforce diversity, and an emphasis on work-life balance are all contributing to a profound evolution in the way we work.

If you are passionate about people and want a career that combines the technical and human side of business, consider a major in human resource management.

In this major you will learn from real-world lecturers about the skills required when managing people in organisations including recruitment, performance and reward systems, employment relations and staff development.

You will become equipped with an understanding of the legal context for employment relationships and understand both individual and organisational behaviours and responsibilities.

Human Resource Management is concerned with all aspects of managing people in organisations, including recruitment, performance and reward systems, employee relations and staff development.

Graduates find work as specialists in the rapidly growing human resource management field. The major begins with three units introducing the human resource management discipline, including individual and organisational behaviour and the legal context for employment relationships. Other units cover specialised knowledge and skills including recruitment and selection, performance and reward, and learning and development in organisations.

The capstone Personal and Professional Development unit develops personal, interpersonal and group skills as a way of equipping students to apply the knowledge base gained throughout the major in professional settings.

Course combinations and career outcomes
Your Human Resource Management major will prepare you for a range of positions, involving projects and activities in areas such as recruitment, selection, and career and performance management.

Your degree will position you for a career which may include contributing to staff attraction, retention, learning and development, organisational change and consultancy. You will be ready for a career leading the people dimensions of organisations, both strategically and operationally.

Extend your Human Resource Management major with additional units, or choose studies in management, international business, public relations or a language, or elective studies in other areas of interest.

You can broaden your career options to more general management roles, including leadership and policy formation, by studying management.

If you’re focussed on launching your career internationally, you could combine your human resource management major with study in international business.

If you have particular interest in understanding people and...
why they do what they do, you could combine your human resource management major with study in psychology.

Your degree at a glance

Year 1
You will build a base of broad business knowledge through the core units, covering all areas of business from finance, accounting and economics through to marketing and electronic business. With generic skills in all areas, you will have an understanding of how businesses operate within the commercial and legal environment. Your focus on human resources begins with a broad introduction to many of the human resource management functions and how these functions complement the strategic direction of businesses and help organisations maintain competitive advantage.

Year 2
You will build your foundation knowledge of business and human resource management, through developing a deeper understanding of individuals and groups. You will also investigate how the structure and organisation of human resources impact on organisations and their activities. You will develop skills in the implementation of human resource activities through practical work examples and case studies. You will also have the opportunity to personalise your degree with the selection of a second study area.

Year 3
In your final year you will extend and integrate your knowledge of business and human resource management using critical thinking and decision making skills to analyse, diagnose and provide recommendations for implementing organisational change, work force planning, and human resource development. You will explore and critique real-world cases and projects, applying your theoretical knowledge to develop practical strategic policy suggestions for organisations.

Professional recognition

This program is nationally accredited through the Australian Human Resources Institute. This Australian Human Resources Institute accreditation enables you to meet academic requirements for membership. You will also be eligible to join the Australian Institute of Management and the Australian Institute of Training and Development.

Limits on grades of 3

A new policy concerning grades of 3 came into effect from 1 January 2009 (QUT MOPP C/5.2). With effect from this date grades of 3 are no longer considered a conceded or low pass but are classified as a fail grade. Any grades of 3 awarded prior to 1 January 2009 retain the conceded pass status and will be counted for graduation purposes up to the maximum number of grades of 3 permitted for your course. Grades of 3 incurred in units that commence after 1 January 2009 will not count towards your degree. Further information is available on the Student Services website.

Deferment

Domestic students can defer their offer in this course for one year. In exceptional circumstances up to 12 months of additional deferment may be granted.

Find out more on deferment.

Other majors

See also separate entries for other majors in this course: Accountancy, Advertising, Economics, Finance, International Business, Management, Marketing, and Public Relations.

Abbreviation

BBus(HRM)

Human Resource Management Unit Sets

Primary Major

- MGB200 Leading Organisations
- MGB201 Contemporary Employment Relations
- MGB207 Human Resource Issues and Strategy
- MGB220 Business Research Methods
- MGB320 Recruitment and Selection
- MGB331 Learning and Development in Organisations
- MGB339 Performance and Reward
- MGB370 Personal and Professional Development

Second Area of Study

- MGB200 Leading Organisations
- MGB201 Contemporary Employment Relations
- MGB207 Human Resource Issues and Strategy
- MGB320 Recruitment and Selection
- MGB331 Learning and Development in Organisations
- MGB339 Performance and Reward

Human Resource Management Extension (for Human Resource Management students)

- MGB305 HRM Strategy and Policy
MGB314 Organisational Consulting and Change
PLUS: Choose 2 of the following:
MGB225 Intercultural Communication and Negotiation Skills
MGB306 Independent Study
MGB309 Strategic Management
MGB338 Workplace Learning

**HRM Minor (For non-HRM students)**
Choose one (1) of the following:
MGB320 Recruitment and Selection
MGB331 Learning and Development in Organisations
PLUS: Choose three (3) of the following:
MGB200 Leading Organisations
MGB201 Contemporary Employment Relations
MGB207 Human Resource Issues and Strategy
MGB339 Performance and Reward

Languages Unit Sets

**Important Information:**

Languages are delivered through an Australian-first alliance between QUT, the University of Queensland (UQ) and Griffith University (GU).

In addition to wide range of option (elective) choices, 6 unit second majors and 4 unit minors are available in the following Languages:
- French (UQ)
- German (UQ)
- Indonesian (UQ)
- Italian (GU)
- Japanese (UQ and GU)
- Korean (UQ)
- Mandarin (QUT)
- Russian (UQ)
- Spanish (UQ and GU)

If you wish to study a language other than Mandarin, you will be able to enrol as a cross institutional student at GU or UQ. You can access enrolment information and the cross institutional application at [http://www.bus.qut.edu.au/study/languages/](http://www.bus.qut.edu.au/study/languages/).

To satisfy requirements of a second major or minor, the same language must be studied and undertaken at the same university.

Students wishing to study a language as a 6 unit major, should enrol in the first language unit in their first semester.

Human Resource Management (Full-time Semester 2 Entry)

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Human Resource Management (Part-time Semester 1 Entry)

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Important Information

Please note: List of Second Area of Study can be viewed under BS05 (Human Resource Management) Unit Sets. Check unit availability when selecting Second Area of Study units.
### Year 6, Semester 2
**MGB370**  
Personal and Professional Development  
Second Area of Study OR Option (elective) unit

### Important Information
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Human Resource Management (Part-time Semester 2 Entry)

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### Year 6 Semester 1
**MGB331**  
Learning and Development in Organisations  
Second Area of Study OR Option (elective) unit

### Year 6 Semester 2
**MGB370**  
Personal and Professional Development  
Second Area of Study OR Option (elective) unit

### Year 7 Semester 1
Second Area of Study OR Option (elective) unit  
Second Area of Study OR Option (elective) unit

### Important Information
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Human Resource Management with HRM Extension (Full-time Semester 1 Entry)

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Year 3, Semester 2
- MGB320 Recruitment and Selection
- MGB370 Personal and Professional Development
- MGB305 HRM Strategy and Policy

Second Area of Study OR Option (elective) unit

Year 4, Semester 1
- Second Area of Study OR Option (elective) unit
- Second Area of Study OR Option (elective) unit
- Second Area of Study OR Option (elective) unit

HRM Extension Units

- Choose two (2) of the following:
  - MGB225 Intercultural Communication and Negotiation Skills
  - MGB306 Independent Study
  - MGB309 Strategic Management
  - MGB338 Workplace Learning

Human Resource Management with HRM Extension (Full-time Semester 2 Entry)

Year 1, Semester 2
- BSB115 Management
- BSB111 Business Law and Ethics
- BSB123 Data Analysis
- BSB124 Working in Business

Year 2, Semester 1
- BSB110 Accounting
- BSB126 Marketing
- MGB200 Leading Organisations
- MGB220 Business Research Methods

Year 2, Semester 2
- MGB207 Human Resource Issues and Strategy
- MGB201 Contemporary Employment Relations
- BSB119 Global Business

Year 3, Semester 1
- MGB339 Performance and Reward
- MGB331 Learning and Development in Organisations
- MGB314 Organisational Consulting and Change
- BSB113 Second Area of Study OR Option (elective) unit

Year 3, Semester 2
- MGB320 Recruitment and Selection
- MGB370 Personal and Professional Development
- MGB305 HRM Strategy and Policy

Second Area of Study OR Option (elective) unit

Human Resource Management with HRM Extension (Part-time Semester 1 Entry)

Year 1, Semester 1
- BSB115 Management
- BSB113 Economics

Year 1, Semester 2
- BSB124 Working in Business
- BSB126 Marketing

Year 2, Semester 1
- MGB200 Leading Organisations
- BSB123 Data Analysis

Year 2, Semester 2
- BSB111 Business Law and Ethics
- BSB119 Global Business

Year 3, Semester 1
- MGB207 Human Resource Issues and Strategy
BSB110  Accounting
Year 3, Semester 2
MGB201  Contemporary Employment Relations
     Second Area of Study OR Option (elective) unit
Year 4, Semester 1
MGB220  Business Research Methods
     Second Area of Study OR Option (elective) unit
Year 4, Semester 2
     Second Area of Study OR Option (elective) unit
     Second Area of Study OR Option (elective) unit
Year 5, Semester 1
MGB339  Performance and Reward
MGB331  Learning and Development in Organisations
Year 5, Semester 2
MGB320  Recruitment and Selection
MGB370  Personal and Professional Development
Year 6, Semester 1
MGB314  Organisational Consulting and Change
     Second Area of Study OR Option (elective) unit
Year 6, Semester 2
MGB305  HRM Strategy and Policy
     Second Area of Study OR Option (elective) unit
HRM Extension Units
     Choose two (2) of the following:
MGB225  Intercultural Communication and Negotiation Skills
MGB306  Independent Study
MGB309  Strategic Management
MGB338  Workplace Learning
Important Information
     Please note: List of Second Area of Study can be viewed under BSO5 (Human Resource Management) Unit Sets. Check unit availability when selecting Second Area of Study units.

Human Resource Management with HRM Extension (Part-time Semester 2 Entry)
Year 1 Semester 2

BSB115  Management
BSB113  Economics
Year 2 Semester 1
MGB240  Working in Business
MGB126  Marketing
Year 2 Semester 2
MGB200  Leading Organisations
MGB111  Business Law and Ethics
Year 3 Semester 1
MGB207  Human Resource Issues and Strategy
MGB123  Data Analysis
Year 3 Semester 2
MGB201  Contemporary Employment Relations
MGB110  Accounting
Year 4 Semester 1
MGB220  Business Research Methods
MGB119  Global Business
Year 4 Semester 2
     Second Area of Study OR Option (elective) unit
     Second Area of Study OR Option (elective) unit
Year 5 Semester 1
MGB339  Performance and Reward
     Second Area of Study OR Option (elective) unit
Year 5 Semester 2
MGB320  Recruitment and Selection
     Second Area of Study OR Option (elective) unit
Year 6 Semester 1
MGB331  Learning and Development in Organisations
MGB314  Organisational Consulting and Change
Year 6 Semester 2
MGB370  Personal and Professional Development
MGB305  HRM Strategy and Policy
Year 7 Semester 1
     Second Area of Study OR Option (elective) unit
     Second Area of Study OR Option (elective) unit
HRM Extension Units
Choose two of the following:
- MGB225 Intercultural Communication and Negotiation Skills
- MGB306 Independent Study
- MGB309 Strategic Management
- MGB338 Workplace Learning

Important Information
Please note: List of Second Area of Study can be viewed under BS05 (Human Resource Management) Unit Sets. BSB110, Check unit availability when selecting Second Area of Study units.

Human Resource Management with Management Second Major

Year 1, Semester 1
- BSB115 Management
- BSB111 Business Law and Ethics
- BSB123 Data Analysis
- BSB124 Working in Business

Year 1, Semester 2
- BSB110 Accounting
- BSB126 Marketing
- MGB200 Leading Organisations
- MGB207 Human Resource Issues and Strategy

Year 2, Semester 1
- MGB201 Contemporary Employment Relations
- MGB220 Business Research Methods
- MGB210 Managing Operations
- MGB223 Entrepreneurship and Innovation

Year 2, Semester 2
- BSB119 Global Business
- BSB113 Economics
- MGB225 Intercultural Communication and Negotiation Skills
  Option (elective) unit

Year 3, Semester 1
- MGB331 Learning and Development in Organisations
- MGB339 Performance and Reward
- MGB309 Strategic Management

Option (elective) unit

Year 3, Semester 2
- MGB320 Recruitment and Selection
- MGB370 Personal and Professional Development
- MGB335 Project Management
- MGB310 Sustainability in A Changing Environment

Potential Careers:
Administrator, Government Officer, Human Resource Developer, Human Resource Manager, Manager.

UNIT SYNOPSISES

BSB110 ACCOUNTING
Accounting data is the basis for decision making in any organisation. Accordingly, the aim of this unit is to provide students with a basic level of knowledge of modern financial and managerial accounting theory and practice so that they can understand how accounting data is used to help make decisions in organisations. The unit covers financial procedures and reporting for business entities, analysis and interpretation of financial statements and planning, control and business decision making.

Antirequisites: BSD110, CNB293, UDB342
Equivalents: BSX110, CTB110  Credit points: 12
Contact hours: 3 per week  Campus: Gardens Point and Caboolture  Teaching period: 2011 SEM-1, 2011 SEM-2 and 2011 SUM

BSB111 BUSINESS LAW AND ETHICS
This unit integrates the concepts and principles of business law with the theories and applications of business ethics. The unit makes extensive use of cases in law and ethics to develop knowledge and skills that enable students to analyse, apply and evaluate the legal principles and ethical decision-making processes relevant to modern business practice.

Antirequisites: AYB120, LWS009, LWB145
Equivalents: BSX111, CTB111  Credit points: 12
Contact hours: 3 per week  Campus: Gardens Point and Caboolture  Teaching period: 2011 SEM-1, 2011 SEM-2 and 2011 SUM

BSB113 ECONOMICS
This unit introduces students to the key economic concepts and their practical applications. It comprises twelve topics each focusing on a current economic issue. Microeconomic topics include demand and supply, elasticity, production and cost theory and market structure. Macroeconomic topics include measuring GDP, inflation and unemployment, money and banking, and fiscal and monetary policy.
BSB115 MANAGEMENT
The unit provides an introduction to the theories and practice of management and organisations. Emphasis is on the conceptual and people skills that are needed in all areas of management and in all areas of organisational life. The unit acknowledges that organisations exist in an increasingly international environment where the emphasis will be on knowledge, the ability to learn, to change and to innovate. Organisations are viewed from individual, group, corporate and external environmental perspectives.

Antirequisites: BSD115  Equivalents: BSX115, CTB115
Credit points: 12  Contact hours: 3 per week
Campus: Gardens Point and Caboolture  Teaching period: 2011 SEM-1, 2011 SEM-2 and 2011 SUM

BSB119 GLOBAL BUSINESS
This unit examines the drivers of globalisation and the diversity of country markets at an introductory level. It develops the skills and understanding to identify and respond to the opportunities, challenges and risks of conducting business across politically, economically and culturally diverse environments. An authentic country feasibility study is undertaken to help identify where a firm can find opportunities both in terms of actual and potential markets and the location for value-adding activities. The unit aims for students to have developed a comprehension of the nature and role of globalisation and the drivers of international business, a. knowledge of the competitive forces and challenges confronting all business as a consequence of globalisation processes and an awareness of the additional knowledge and skills required of management to operate business internationally across a diversity of environments.

Antirequisites: BSB116, BSB112, BSD119  Equivalents: BSX119, CTB119
Credit points: 12  Contact hours: 3 per week
Campus: Gardens Point and Caboolture  Teaching period: 2011 SEM-1, 2011 SEM-2 and 2011 SUM

BSB123 DATA ANALYSIS
The ability to collect, analyse, manipulate, understand and report data is an important skill in any work environment. This is particularly true in business where learning to deal with randomness, variation and uncertainty is a vital skill for anyone intending to apply their knowledge. This unit is designed to ensure that students gain the basic tools necessary to allow them to develop this skill. Students will also gain an introduction to many of the quantitative techniques which will be used throughout their further studies in their chosen discipline.

Antirequisites: BSB117, BSB122, CTB122, EFB101, MAB101, MAB141,MAB233  Equivalents: BSX123
Credit points: 12  Campus: Gardens Point and Caboolture  Teaching period: 2011 SEM-1, 2011 SEM-2 and 2011 SUM

BSB124 WORKING IN BUSINESS
This unit will help you to kickstart your study and your career in business regardless of your specific discipline. Not only does "Working in Business" give you an understanding of where business has come from and where it is headed, but you will also gain insights into yourself and how you can develop as both a student and professional in the business world. It covers an overview of business, the important issues for working as a professional in an organisation, and also gives you the opportunity to reflect on your own skills, preferences and career options so you can plan a future that suits you.

Antirequisites: BSB114, CTB114, HHB113, BSB124
Equivalents: BSX124  Credit points: 12
Campus: Gardens Point and Caboolture  Teaching period: 2011 SEM-1 and 2011 SEM-2

BSB126 MARKETING
This introductory subject examines the role and importance of marketing to the contemporary organisation. Emphasis is placed on understanding the basic principles and practices of marketing such as the marketing concept, market segmentation, management information systems and consumer behaviour. The unit explores the various elements of the marketing mix, with special reference to product, price, distribution, and promotion, including advertising and public relations. By way of introduction only, key issues relating to services marketing, e-marketing and strategic marketing are also canvassed.

Antirequisites: BSB116,BSD126  Equivalents: BSX126, CTB126
Credit points: 12  Contact hours: 4 per week
Campus: Gardens Point and Caboolture  Teaching period: 2011 SEM-1, 2011 SEM-2 and 2011 SUM

MGB200 LEADING ORGANISATIONS
This unit introduces you to a range of perspectives in understanding human behaviour and its context within organisation structures. The unit also enables you to interpret, analyse, evaluate and explain conditions and consequences of work in organisations with a view to understanding and appreciating complex management issues in day to day experiences in business.

Prerequisites: BSB115 or CTB115  Antirequisites: MGB211, CTB211, MGB222, CTB232
Equivalents: MGX200  Credit points: 12  Contact hours: 3
Campus: Gardens Point and Caboolture  Teaching period: 2011 SEM-1, 2011 SEM-2 and 2011 SUM
MGB201 CONTEMPORARY EMPLOYMENT RELATIONS
This unit will develop your skills in understanding the effects of both domestic and international legal environments relating to employment relationships. This is important for developing practical, workable business strategies and HRM interventions.

Prerequisites: BSB115 or CTB115 
Equivalents: 
MGX201 
Credit points: 12 
Contact hours: 3 per week
Campus: Gardens Point 
Teaching period: 2011 SEM-1 and 2011 SEM-2

MGB207 HUMAN RESOURCE ISSUES AND STRATEGY
This unit provides a broad overview of the role and functions of human resource management (HRM) and explores the contribution of HRM to business performance and quality of work life. This unit gives you a foundation for professional practice in HRM and a practical introduction to the ways that organisations go about aligning the contributions of their people with business goals.

Prerequisites: BSB115 or CTB115 
Equivalents: 
CTB207, MGX207 
Credit points: 12 
Contact hours: 3 per week
Campus: Gardens Point 
Teaching period: 2011 SEM-1 and 2011 SEM-2

MGB210 MANAGING OPERATIONS
This unit extends general management approaches to the production operations subsystems of service and manufacturing organisations. The unit focuses on the deployment of productive resources in order to maximise the added value of services and products. Issues of quality and efficiency are considered analytically in terms of broader strategies and constraints. It considers the opportunities that new technology brings to operational strategies in both manufacturing and service. Project management principles are considered in relation to resource deployment and continuous improvement.

Prerequisites: BSB115 or CTB115 
Equivalents: 
CTB234, MGX210 
Credit points: 12 
Contact hours: 3 per week
Campus: Gardens Point 
Teaching period: 2011 SEM-1 and 2011 SEM-2

MGB220 BUSINESS RESEARCH METHODS
The unit will develop your understanding of business research methods so that you can undertake research into workplace issues and problems as well as being able to critically analyse the appropriateness of research findings for the real world.

Prerequisites: BSB123 or BSB122 
Antirequisites: 
AMB201, CTB201 
Credit points: 12 
Contact hours: 3 per week
Campus: Gardens Point 
Teaching period: 2011 SEM-1

MGB223 ENTREPRENEURSHIP AND INNOVATION
This unit introduces students to the nature and characteristics of entrepreneurship and innovation and explores the inter-relationship between the two within contemporary economies from managerial perspective. Learning will be directed towards developing the theoretical and applied knowledge, skills, and attitudes that will support and enhance innovation and enterprise creation activity, through the development of a business plan. The unit is designed for those individuals interested in creating a new venture or working in industries as employees of venture owners or those that serve this sector. Students will have opportunity to build a comprehensive plan of their business concept.

Prerequisites: BSB115 or CTB115 
Equivalents: 
CTB223, MGX223 
Credit points: 12 
Contact hours: 3 per week
Campus: Gardens Point and Caboolture 
Teaching period: 2011 SEM-1 and 2011 SEM-2

MGB225 INTERCULTURAL COMMUNICATION AND NEGOTIATION SKILLS
The course develops students' abilities to identify and resolve problems in cross-cultural communication or negotiation situations where cultural differences have created misunderstandings or undesirable or unexpected outcomes. It first explores the concept of 'national culture' by considering the work of major theorists of cultural value dimensions - from Hall to Schwartz. Students are encouraged to analyse communication/negotiation process issues in terms of these value dimensions and to practise managing the process of communication/negotiation to improve their outcomes.

Prerequisites: BSB115, CTB115, BSB119 or BSB124 
Antirequisites: MGB312 
Equivalents: IBB205, MGX225 
Credit points: 12 
Contact hours: 3 
Campus: Gardens Point and Caboolture 
Teaching period: 2011 SEM-1 and 2011 SEM-2

MGB305 HRM STRATEGY AND POLICY
This is the capstone of the HRM extended major. The primary objective is to integrate HR concepts and issues into the wider business and environmental context; a range of historical features, professional and ethical matters are considered; policy development and evaluation is examined; an experiential approach based in cases and/or simulations is adopted.

Prerequisites: MGB314 
Credit points: 12 
Campus: Gardens Point 
Teaching period: 2011 SEM-2

MGB306 INDEPENDENT STUDY
This unit enables students to demonstrate an ability to direct their own learning, a key competence for professionals who must keep themselves up-to-date in their area of expertise. Either individually or in small groups, students undertake one or several learning activities with the approval of a supervisor. Appropriate activities include literature review, research (mini-thesis), project, practicum (work placement), or an alternative deemed acceptable by the supervisor.
MGB309 STRATEGIC MANAGEMENT
In this unit fundamental elements of strategy, which can be used in the decision making process, are placed in a framework that is developed within the particular context of Australia’s economic development position. The emphasis is upon process and content issues that affect the strategic performance and positioning of the organisation. This involves creating an understanding of the universal building blocks of competitive advantage at the business, corporate and international levels. By understanding the nature and determinants of competitive and strategic advantages, students should enhance their professional competences to be able to take a more strategic and critical perspective.
Prerequisites: MGB200, MGB211, CTB211, MGB222, or CTB232 Antirequisites: MIB314 Equivalents: MGB309 Credit points: 12 Contact hours: 3 per week Campus: Gardens Point and Caboolture Teaching period: 2011 SEM-1 and 2011 SEM-2

MGB310 SUSTAINABILITY IN A CHANGING ENVIRONMENT
This unit provides participants with an opportunity to investigate selected and critical issues in the relationship between business activity and the imperative of creating sustainable futures. The unit draws on interdisciplinary sources to encourage the development of a systemic view that incorporates global, corporate, and personal levels of analysis. The unit prepares participants to make a significant contribution to the sustainable development of organisations and society. The unit will be of value to business and non-business students seeking careers in private, public, and not-for-profit sectors.
Prerequisites: MGB200, MGB211, CTB211, MGB222, or CTB232 Antirequisites: MGB334, CTB334, MGB212 Equivalents: MGX309 Credit points: 12 Contact hours: 3 per week Campus: Gardens Point and Caboolture Teaching period: 2011 SEM-1 and 2011 SEM-2

MGB314 ORGANISATIONAL CONSULTING AND CHANGE
Managing change is a fundamental skill required by prospective managers and professionals. This unit provides opportunities for students to develop a theory in practice orientation to consulting to individuals, groups, and organisations. Hence content theory and process theory is addressed. The focus of this unit is on human process issues and change. The unit examines a range of human process interventions designed to improve organisational effectiveness. Attention is also given to change strategies that are socially and culturally inclusive. Graduates of this unit should be able to be productive members of organisational change teams.
Prerequisites: MGB211, CTB211, MGB222, CTB232, or MGB200 Credit points: 12 Contact hours: 3 per week Campus: Gardens Point Teaching period: 2011 SEM-1

MGB320 RECRUITMENT AND SELECTION
This unit examines the most effective techniques for recruiting and selecting the best people for organisations, in the context of current pressures on attracting and keeping skilled, talented people in the workforce. Commonly used recruitment and selection techniques are covered, emphasising the validity and reliability of each technique, to enable the best strategies to be developed.
Prerequisites: MGB339 or MGB221 Equivalents: MGX320 Credit points: 12 Contact hours: 3 per week Campus: Gardens Point Teaching period: 2011 SEM-2

MGB331 LEARNING AND DEVELOPMENT IN ORGANISATIONS
This unit is designed to equip you with the skills and knowledge to meet strategic organisational human resource development requirements. The unit explores learning and development concepts and approaches and the role of learning and development as a strategic partner to management. You will learn how to design, implement and evaluate systems for learning in organisations as part of a strategic approach to human resource development.
Prerequisites: MGB211, CTB211, MGB222, CTB232, or MGB200 Equivalents: MGX331 Credit points: 12 Contact hours: 3 per week Campus: Gardens Point Teaching period: 2011 SEM-1

MGB335 PROJECT MANAGEMENT
This unit develops knowledge in the areas relating to effective management of projects (as distinct processes). This knowledge is gained by focusing on the central issues of project selection, modelling, planning, control and evaluation. Case study projects are used throughout the unit and are mainly from the services industry sector. The unit seeks to develop the technical skills (tools and techniques) as well as the people (behavioural) skills needed for effective management of projects.
Prerequisites: (MGB210 and MGB309) or (MGB210 and AMB303) Credit points: 12 Contact hours: 3 per week Campus: Gardens Point and Caboolture Teaching period: 2011 SEM-1 and 2011 SEM-2

MGB338 WORKPLACE LEARNING
This unit entails a structured program of workplace learning in which students are exposed to a variety of organisational issues. For the duration of their experience, students work on a specific HRM project of relevance to their host
organisation. Building upon knowledge acquired in the HRX major, students' exposure to HRM in an actual organisational setting enhances understanding of links between theory and practice and develops skills and abilities through a professional learning experience.

**Other requisites:** An application, interview and subsequent approval by the unit coordinator is required to enrol, in addition to the completion of a minimum of 192 credit points of study and a GPA of 4.0 or higher  

**Credit points:** 12  
**Contact hours:** 120 hours in workplace and 12 at university  
**Campus:** Gardens Point  
**Teaching period:** 2011 SEM-1 and 2011 SEM-2

**MGB339 PERFORMANCE AND REWARD**  
This unit will provide you with the basic competencies expected of HR practitioners in managing performance and reward/compensation systems, which are among the most important strategies used by organisations to support competitive advantage. Performance and Reward Management is a key functional area of HRM and it is imperative that you understand the strategic framework within which these decisions are made.  

**Prerequisites:** MGB201, MGB207, or CTB207  
**Equivalents:** MGB221, MGX339  
**Credit points:** 12  
**Contact hours:** 3  
**Campus:** Gardens Point  
**Teaching period:** 2011 SEM-1

**MGB370 PERSONAL AND PROFESSIONAL DEVELOPMENT**  
This unit develops personal, interpersonal and team skills that distinguish outstanding human resource, management and other professionals. Recent literature has identified the need for professionals to acquire knowledge in the areas of self management and the management of others to contribute to organisational performance. To achieve this, Personal and Professional Development is positioned at the conclusion of the course to build upon concepts learned in introductory and intermediate units with a strong focus on the application of theory to practice.  

**Prerequisites:** MGB331 and BSB124  
**Equivalents:** MGB315, MGX370  
**Credit points:** 12  
**Contact hours:** 3  
**Teaching period:** 2011 SEM-1 and 2011 SEM-2