Bachelor of Business (Human Resource Management) (BS05)

Year offered: 2010
Admissions: Yes
CRICOS code: 003491G
Course duration (full-time): 3 years (6 semesters)
Course duration (part-time): 6 years (12 semesters)
Domestic fees (indicative): 2010: CSP $4430 per semester
International Fees (indicative): 2010: $10,250 (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: 79
Past OP cut-off: 11
OP Guarantee: Yes
Assumed knowledge: English (4, SA)
Preparatory studies: For information on acquiring assumed knowledge visit http://www.studentservices.qut.edu.au/apply/ug/info/knowledge.jsp
Total credit points: 288
Standard credit points per full-time semester: 48
Standard credit points per part-time semester: 24
Course coordinator: Dr Erica French
Discipline coordinator: Mr Greg Southey
Campus: Gardens Point

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.

Industry links
Many of our teaching staff are Human Resource Management professionals aligned with industry through research and consultancy activities. These links to business also provide the opportunity for engagement with real world case studies, site visits, guest lectures and access to the latest industry thinking.

Practical teaching
You will explore and critique real world cases and projects, applying your theoretical knowledge to develop practical strategic policy suggestions for organisation. You’ll use critical thinking and decision making skills to analyse, diagnose and provide recommendations for implementing organisation change and policy interventions.

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 (Full-time Semester 1 Entry)
### 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
  - Remaining Faculty Core OR Second Area of Study OR Elective
  - Remaining Faculty Core OR Second Area of Study OR Elective

### Year 2, Semester 2

- Remaining Faculty Core OR Second Area of Study OR Elective
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- Remaining Faculty Core OR Second Area of Study OR Elective
- Remaining Faculty Core OR Second Area of Study OR Elective

### Year 3, Semester 1

- **MGB339** Performance and Reward
- **MGB331** Learning and Development in Organisations
  - Remaining Faculty Core OR Second Area of Study OR Elective
  - Remaining Faculty Core OR Second Area of Study OR Elective

### Year 3, Semester 2

- **MGB320** Recruitment and Selection
- **MGB370** Personal and Professional Development
  - Remaining Faculty Core OR Second Area of Study OR Elective
  - Remaining Faculty Core OR Second Area of Study OR Elective

### Important Information

Please note: List of Second Area of Study can be viewed under BS05 (Human Resource Management) Unit Sets. BSB119 and BSB113 are the remaining Faculty Core units which must be completed. Check unit availability when selecting Second Area of Study units.

### Human Resource Management (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
  - Remaining Faculty Core OR Second Area of Study OR Elective

#### Year 3 Semester 1

- **MGB339** Performance and Reward
- **MGB331** Learning and Development in Organisations
  - Remaining Faculty Core OR Second Area of Study OR Elective
  - Remaining Faculty Core OR Second Area of Study OR Elective

#### Year 3 Semester 2

- **MGB320** Recruitment and Selection
- **MGB370** Personal and Professional Development
  - Remaining Faculty Core OR Second Area of Study OR Elective

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*Published on: 16 May 2011*
### Human Resource Management (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
- BSB111 Business Law and Ethics

**Year 2, Semester 2**
- BSB123 Data Analysis
- 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 Elective

**Year 4, Semester 1**
- MGB220 Business Research Methods

### Important Information

Please note: List of Second Area of Study can be viewed under BS05 (Human Resource Management) Unit Sets. BSB113 is the remaining Faculty Core unit which must be completed. Check unit availability when selecting Second Area of Study units.

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

**Year 1 Semester 2**
- BSB115 Management
- BSB113 Economics

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

**Year 2 Semester 2**
- MGB200 Leading Organisations
- BSB111 Business Law and Ethics

**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 Elective

**Year 4, Semester 2**
- Second Area of Study OR Elective

**Year 5, Semester 1**
- MGB339 Performance and Reward
  - Second Area of Study OR Elective

**Year 5, Semester 2**
- MGB320 Recruitment and Selection
  - Second Area of Study OR Elective

**Year 6, Semester 1**
- MGB339 Performance and Reward
  - Second Area of Study OR Elective

**Year 6, Semester 2**
- MGB320 Recruitment and Selection
  - Second Area of Study OR Elective

**Year 3 Semester 2**
- MGB207 Human Resource Issues and Strategy
- BSB123 Data Analysis

**Year 3 Semester 2**
- MGB201 Contemporary Employment Relations
- MGB220 Business Research Methods

### 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.
BSB110  Accounting
Year 4 Semester 1
MGB220  Business Research Methods
BSB119  Global Business
Year 4 Semester 2
Second Area of Study OR Elective
Second Area of Study OR Elective
Year 5 Semester 1
MGB339  Performance and Reward
Second Area of Study OR Elective
Year 5 Semester 2
MGB320  Recruitment and Selection
Second Area of Study OR Elective
Year 6 Semester 1
MGB331  Learning and Development in Organisations
Second Area of Study OR Elective
Year 6 Semester 2
MGB370  Personal and Professional Development
Second Area of Study OR Elective
Year 7 Semester 1
Second Area of Study OR Elective
Second Area of Study OR Elective

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.

Human Resource Management Unit Sets

Primary Major

Human Resource Management 8 Unit 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

Human Resource Management 6 Unit Major
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 any two of:
MGB225  Intercultural Communication and Negotiation Skills
MGB306  Independent Study
MGB309  Strategic Management
MGB338  Workplace Learning

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

Languages Course structure

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 elective choices, 6 unit second majors and 4 unit minors are available in the following Languages:
• French (UQ)
• German (UQ)
• Indonesian (UQ)
• Italian (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 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.

For further information regarding languages, refer to http://www.bus.qut.edu.au/study/languages/

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

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<th>Year 1, Semester 1</th>
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<td>BSB115 Management</td>
<td>MGB331 Learning and Development in Organisations</td>
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<td>MGB314 Organisational Consulting and Change</td>
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Faculty Core OR HRM Extension unit OR Elective

Year 3, Semester 2
MGB320 Recruitment and Selection
MGB370 Personal and Professional Development
MGB305 HRM Strategy and Policy
Faculty Core OR HRM Extension unit OR Elective

Year 4, Semester 1
Faculty Core OR HRM Extension unit OR Elective
Faculty Core OR HRM Extension unit OR Elective
Faculty Core OR HRM Extension unit OR Elective
Faculty Core OR HRM Extension unit OR Elective

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 BSB05 (Human Resource Management) Units Sets. BSB113 and BSB119 are the remaining Faculty Core Units which must be completed. Check unit availability when selecting Second Area of Study units.

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 Elective

Year 4, Semester 1
MGB220 Business Research Methods
Second Area of Study OR Elective

Year 4, Semester 2
Second Area of Study OR Elective
Second Area of Study OR Elective

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 Elective

Year 6, Semester 2
MGB305 HRM Strategy and Policy
Second Area of Study OR Elective

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. Check unit availability when selecting Second Area of Study units.

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

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<tr>
<td>BSB115  Management</td>
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<td>BSB113  Economics</td>
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<td>BSB126  Marketing</td>
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<td>MGB200  Leading Organisations</td>
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<td>BSB111  Business Law and Ethics</td>
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<td>MGB207  Human Resource Issues and Strategy</td>
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<th>Year 3 Semester 2</th>
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<td>MGB220  Business Research Methods</td>
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<td>MGB320  Recruitment and Selection</td>
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### 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

Remaining Faculty Core OR Second Area of Study OR Elective

### 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, BSB119 and BSB123 are the remaining Faculty Core units which must be completed. Check unit availability when selecting Second Area of Study units.

**Human Resource Management with Management Second Major**

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<td>MGB201  Contemporary Employment Relations</td>
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<td>MGB220  Business Research Methods</td>
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</table>
MGB210 Managing Operations
MGB223 Entrepreneurship and Innovation

Year 2, Semester 2
BSB119 Global Business
BSB113 Economics
MGB225 Intercultural Communication and Negotiation Skills
MGB310 Sustainability in A Changing Environment

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

Year 3, Semester 2
MGB320 Recruitment and Selection
MGB370 Personal and Professional Development
MGB335 Project Management
Elective

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

UNIT SYNOPSES

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: CTB110
Credit points: 12
Contact hours: 3 per week
Campus: Gardens Point and Caboolture
Teaching period: 2010 SEM-1, 2010 SEM-2 and 2010 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
Equivalents: CTB111
Credit points: 12
Contact hours: 3 per week
Campus: Gardens Point and Caboolture
Teaching period: 2010 SEM-1, 2010 SEM-2 and 2010 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.

Antirequisites: BSD113
Equivalents: CTB113
Credit points: 12
Contact hours: 3 per week
Campus: Gardens Point and Caboolture
Teaching period: 2010 SEM-1, 2010 SEM-2 and 2010 SUM

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: CTB115
Credit points: 12
Contact hours: 3 per week
Campus: Gardens Point and Caboolture
Teaching period: 2010 SEM-1, 2010 SEM-2 and 2010 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, the 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
Equivalents: CTB119
MGB220 BUSINESS RESEARCH METHODS
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
Credit points: 12
Campus: Gardens Point
Teaching period: 2010 SEM-1, 2010 SEM-2 and 2010 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
Credit points: 12
Campus: Gardens Point
Teaching period: 2010 SEM-1, 2010 SEM-2 and 2010 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
Credit points: 12
Campus: Gardens Point
Teaching period: 2010 SEM-1 and 2010 SUM

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
Credit points: 12
Campus: Gardens Point
Teaching period: 2010 SEM-1 and 2010 SUM

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
Credit points: 12
Campus: Gardens Point
Teaching period: 2010 SEM-1 and 2010 SUM

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:** 2010 SEM-1

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**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 the opportunity to build a comprehensive plan of their business concept.

**Prerequisites:** BSB115 or CTB115

**Equivalents:** CTB223

**Credit points:** 12

**Contact hours:** 3 per week

**Campus:** Gardens Point and Caboolture

**Teaching period:** 2010 SEM-1 and 2010 SEM-2

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**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

**Credit points:** 12

**Contact hours:** 3

**Campus:** Gardens Point

**Teaching period:** 2010 SEM-1 and 2010 SEM-2

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**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.

**Other prerequisites:** Subject to Unit Coordinator Approval. Students must complete at least 96 credit points of approved study to be considered for enrolment in this unit.

**Credit points:** 12

**Contact hours:** Flexible Mode

**Campus:** Gardens Point

**Teaching period:** 2010 SEM-1, 2010 SEM-2 and 2010 SUM

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**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

**Credit points:** 12

**Contact hours:** 3 per week

**Campus:** Gardens Point and Caboolture

**Teaching period:** 2010 SEM-1 and 2010 SEM-2

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**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

**Credit points:** 12

**Contact hours:** 3

**Campus:** Gardens Point and Caboolture

**Teaching period:** 2010 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 and Caboolture  
Teaching period: 2010 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 Credit points: 12  
Contact hours: 3 per week  
Campus: Gardens Point  
Teaching period: 2010 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  
Credit points: 12  
Contact hours: 3 per week  
Campus: Gardens Point  
Teaching period: 2010 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: 2010 SEM-1 and 2010 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: 2010 SEM-1 and 2010 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  
Credit points: 12  
Contact hours: 3  
Teaching period: 2010 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  
Credit points: 12  
Contact hours: 3  
Teaching period: 2010 SEM-1 and 2010 SEM-2