Master of Business (Human Resource Management) (BS16)

Year offered: 2011
Admissions: Yes
CRICOS code: 059599K
Course duration (full-time): 3 semesters (1.5 years)
Course duration (part-time): 6 semesters (3 years)
Domestic Fees (indicative): 2011: Full fee tuition $9,750 (indicative) per semester
International Fees (indicative): 2011: Full fee tuition $11,800 (indicative) per semester
Domestic Entry: February and July
International Entry: February and July
Total credit points: 144
Standard credit points per full-time semester: 48
Standard credit points per part-time semester: 24
Course coordinator: Enquiries to Business Student Services on 3138 2050 or email bus@qut.edu.au
Discipline coordinator: Dr Bob Thompson
Campus: Gardens Point

Why choose this course?
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Course design
Students are required to complete 144 credit points of units from the prescribed list. To ensure that the program builds on prior academic and work experience, each participant in the HRM major receives an individualised study plan. Participants are therefore required to consult with the HRM coordinator regarding development of their study plan. Any subsequent changes to the approved program will require coordinator approval. Failure to obtain approval may affect a student's course progression and impact on their eligibility to graduate.

Early Exit
Information on early exit options may be found on the Master of Business title page.

Abbreviation
MBus(HRM)

Other majors
See also separate entries for the following majors in this course: Accounting, Applied Finance, Integrated Marketing Communication, International Business, Marketing, Philanthropy and Nonprofit Studies, Professional Accounting, Public Relations, Public Relations- Online and Strategic Advertising.

English language requirements
In addition to the above academic entry requirements, standard English language requirements apply. See the details for 'all degrees' at: http://www.qut.edu.au/study/applying/english-language-requirements.jsp

Articulation
Students who have articulated from the Graduate Certificate in Business may receive advanced standing for 48 credit points.

Further information
To ensure students are provided with a selection of units that best suits their prior knowledge and experience, HRM students must contact Narelle Prior on 3138 6701 or email n.prior@qut.edu.au

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

Human Resource Management Unit Set (HRP)

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UNIT SYNOPSIS

MGN409 INTRODUCTION TO MANAGEMENT
This unit examines the following: the functions and roles of managers; concepts and principles and their practical applications; the key management functions; areas of planning, organising, staffing, directing and controlling; production/operations management and the management of quality; entrepreneurship and business planning; and important problems, opportunities and trends facing managers in Australia analysed from the viewpoint of relevant academic disciplines.
Antirequisites: GSN401 and GSZ409  Credit points: 12  Contact hours: 3 per week  Campus: Gardens Point  Teaching period: 2011 SEM-1 and 2011 SEM-2

MGN410 EMPLOYMENT RELATIONS
This unit looks at the following: employment relations; employee and union action; the role of governments and industrial tribunals; alternative methods and pressures to change traditional Australian systems; the Australian system of labour management relations; systems of regulation in the employment area; negotiating skills; and the resources required for mobilising change in this area.
Credit points: 12  Campus: Gardens Point  Teaching period: 2011 SEM-2

MGN412 PEOPLE IN ORGANISATIONS
This subject aims to provide a broad understanding of organisational behaviour as a base for future study and practice of management. It moves from a micro-perspective on individual behaviour through the interface between the individual and the organisation to overall characteristics of organisations which shape the behaviour of their members. The aim is to provide an understanding of why employees feel and act the way they do in organisations and considers methods for enhancing positive employee attitudes and behaviours and organisational effectiveness. The emphasis is on understanding basic assumptions and models, major theoretical issues, methods of measurement and practical implications.
Antirequisites: GSN409, GSN419 and GSZ409  Credit points: 12  Contact hours: 3 per week  Campus: Gardens Point  Teaching period: 2011 SEM-1

MGN421 STRATEGIC HRM
HRM is concerned with the relationship between people management strategies and organisational goals and objectives. This capstone unit provides HRM students with the opportunity to apply their learning to this relationship in a systematic way. It requires them to produce high quality HRM advice that provides direction for practicing line managers consistent with organisational goals and objectives. The learning strategies in the unit challenge students to identify contemporary issues of organisation and management and to interpret these using the paradigms of HRM.
Prerequisites: MGN506 and 84cp of other MGN units  Credit points: 12  Campus: Gardens Point  Teaching period: 2011 SEM-1 and 2011 SEM-2

MGN423 CONTEMPORARY STRATEGIC ANALYSIS
This unit focuses upon developing managers' understanding of the strategy concept and placing the fundamental elements of strategy in a framework for use in the decision making process. Taking the perspective that many managers make decisions that can have strategic implications, the emphasis is upon studying those issues that can affect the strategic 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 comparative advantages, students will be well positioned to take a more strategic perspective in their organisational activities.
Antirequisites: BSN407 and MGN504  Credit points: 12  Contact hours: 3 per week  Campus: Gardens Point  Teaching period: 2011 SEM-2

MGN431 STRATEGIC HUMAN RESOURCE DEVELOPMENT
Strategic HRD provides a theoretical and practical framework for planning and implementing HRD within today’s organisations. It examines the critical theoretical approaches underpinning learning and skills development and relates these in a practical way to the HRD challenges faced by organisations. This unit also provides exposure to contemporary international HRD ideas and practices to develop an understanding of the contribution of HRD to the broader economic context.
Credit points: 12  Contact hours: 3 per week  Campus: Gardens Point  Teaching period: 2011 SEM-2
MGN433 MANAGING HIGH-PERFORMANCE ORGANISATIONS
Managing High-Performance Organisations is designed to provide a bridge between HRM-discipline specific and strategic/general management perspectives. The unit is therefore a centrepiece of the postgraduate HRM program. The unit serves the vitally important role of locating HRM in to its broader organisational and general management context. It also aims to develop advanced level business knowledge and skill and develop conceptual frameworks for integration and high level impact of HRM with business success and performance.
Prerequisites: MGN409  Credit points: 12  Contact hours: 3  Campus: Gardens Point  Teaching period: 2011 SEM-1 and 2011 SEM-2

MGN440 DESIGNING EFFECTIVE AND SUSTAINABLE ORGANISATIONS
This unit examines the interplay between human resource management policies and processes and their contribution to sustainable competitive advantage and organisational effectiveness. HRM is considered from stakeholder, strategic and functional perspectives and an open systems model is used to introduce key processes and practices. The unit fosters discipline knowledge, analytical and action taking competencies and prepares students for advanced study in the field.
Prerequisites: MGN427  Credit points: 12  Campus: Gardens Point  Teaching period: 2011 SEM-1 and 2011 SEM-2

MGN441 LEADERSHIP AND EXECUTIVE COACHING
One-to-one executive coaching has emerged as a popular and powerful intervention for improving the performance and satisfaction of individual executives. More recently, its use has been expanded into a variety of related organisational interventions. Human resource professionals are often responsible for making decisions about how coaching is used in organisations, particularly in relation to leadership development. This unit will equip students with expertise in understanding how leadership and executive coaching intersect in organisations. It will cover the theoretical foundations and models of evidence-based executive coaching, give opportunities to acquire and practice foundational coaching skills, as well as providing feedback for self-development.
Credit points: 12  Campus: Gardens Point  Teaching period: 2011 SEM-1

MGN442 SELF LEADERSHIP
In the contemporary business environment professionals are empowered to manage their own growth and development in order to facilitate meaningfulness in organisational life. The unit on Self-leadership is an elective in the HRM major and is delivered predominately in an ‘on-line’ mode to enable an ‘anytime’ and ‘anywhere’ approach to your self-development work. This approach invites you to take the necessary time to reflect and develop greater insight into your own thinking and behaviour.
Credit points: 12  Campus: Gardens Point  Teaching period: 2011 SEM-1, 2011 SEM-2 and 2011 SUM

MGN443 TALENT MANAGEMENT
Australia’s growing skills shortage and the prospect of an ageing workforce threaten the sustainability, productivity and growth of many industry sectors. These pressures have made talent management a strategic priority for many organisations. At its heart, talent management is simply a matter of anticipating the need for human capital and then developing a plan to meet it. However, the adaptive capacity of traditional workforce planning methods appears inadequate for today’s uncertain business environment. This unit examines talent management as an alternative to traditional HR planning practices. It focuses on developing both a theoretical framework to guide talent management initiatives and applied skills (e.g. identification of critical roles, workforce forecasting and analysis) required to develop a talent management plan.
Prerequisites: MGN429  Credit points: 12  Campus: Gardens Point  Teaching period: 2011 SEM-1

MGN505 CONSULTING AND CHANGE MANAGEMENT
This unit considers the origins, nature and effect of social change on individuals, organisations and communities. Theories and models of change are used to explore planned and unplanned changes currently occurring, particularly as these relate to possible futures. Emphasis is on the strategies and skills required to initiate and participate in effective change management.
Credit points: 12  Contact hours: Flexible Mode  Campus: Gardens Point  Teaching period: 2011 SEM-1

MGN506 CONTEMPORARY ISSUES IN HUMAN RESOURCE MANAGEMENT
The main objectives of this unit are to identify, analyse and report on contemporary issues in HRM and to research information relevant to identified topics. The content may vary according to which issues are current or predictably important in the future. Special expertise of staff, visiting scholars or distinguished HRM professionals may be utilised.
Credit points: 12  Contact hours: Flexible Mode  Campus: Gardens Point  Teaching period: 2011 SEM-1 and 2011 SEM-2

MGN509 HRM PROJECT 1
This unit provides the opportunity for students to undertake an approved project to develop and enhance learning associated with the coursework elements of human resource management.
Credit points: 12    Contact hours: Flexible Mode   
Campus: Gardens Point    Teaching period: 2011 SEM-1,
2011 SEM-2 and 2011 SUM

MGN510 HRM PROJECT 2
This unit provides the opportunity for students to undertake
an approved project to develop and enhance learning
associated with the coursework elements of human
resource management.
Credit points: 12    Contact hours: flexible mode   
Campus: Gardens Point    Teaching period: 2011 SEM-1,
2011 SEM-2 and 2011 SUM