

# Handbook 2020

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M1213

MASTER OF HUMAN RESOURCES MANAGEMENT

**Murdoch University**

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#### **Cancellation of Courses, Majors, Minors and Units**

The University reserves the right to cancel, without notice, any course, major, minor or unit if the number of students enrolled falls below limits set by the University or in other unforeseen circumstances.

#### **Alternative Formats**

Handbook home page:

<http://handbook.murdoch.edu.au>

This publication can also be provided in alternative formats by contacting the Equity and Social Inclusion Office at Murdoch University

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<http://goto.murdoch.edu.au/EquitySocialInclusion>

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**Cancellation of Courses, Majors, Minors and Units**

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| Group  | Course                                      | Offerings  |
|--|---|--|
| <b>Graduate Coursework Degrees and Professional Doctorates</b> |   |  |
| <b>Human Resources Management</b>                              | Master of Human Resources Management (MHRM) | <ul style="list-style-type: none"> <li>• Murdoch campus (internal)</li> <li>• Murdoch campus (external)</li> </ul> |

## HUMAN RESOURCES MANAGEMENT

### MASTER OF HUMAN RESOURCES MANAGEMENT (MHRM)

#### Main Research Areas:

Human resource management.

#### Nested Awards:

Graduate Certificate or Diploma in Human Resources Management if students complete the core requirements. Onshore students only.

#### Availability:

- Murdoch campus (internal) <br/> Murdoch campus (external)

Restriction: All graduate courses are subject to restriction.

#### Advanced Standing:

Up to 12 points of advanced standing is available to students with a recognised Graduate qualification in a cognate area or evidence of two or more years relevant work experience. Applications will be considered on a one to one basis and applicants are recommended to consult with the academic chair at the time of enrolment if this is a consideration.

Master of Human Resources Management (MHRM)

Course Codes: M1213

#### Employment Prospects:

Employment prospects range from specialist to general HR manager roles. Specialist roles include Training and Development Manager, Talent Management consultant, Employee Relations Manager, Compensation or Benefit Analyst/Manager, HR Information Systems Manager, Non-profit HR professional.

Duration: 2 years full-time or part-time equivalent

#### Admission Requirements (Onshore):

Recognised Bachelor's degree or higher and evidence of two years of work experience; or satisfactory preparation for the course through informal or non-formal learning and/or professional experiences subject to the approval of the Academic Chair.

Management

Employers understand the need for capable and credentialed Human Resource practitioners to build competitive advantage in the globalised marketplace.

Completing a graduate qualification in Human Resources Management (HRM) signals to the labour market an applied understanding of contemporary HR practice.

The Master of HRM at Murdoch University is a professionally-oriented master degree. It provides the opportunity for students to develop knowledge of the critical components of a productive and sustainable organisational culture; and builds the requisite skills so the HR practitioner can translate and adapt theory into practice in order to offer substantiated strategic people management advice.

The course is accredited with the Australian Human Resources Management Institute; and is delivered in a flexible mode which allows students to balance work, study and other personal commitments.

### Course Structure - 48 credit points

#### Core Units - 24 credit points

MBS555 Human Resource Management Perspectives - 3 points  
MURDOCH: S1-internal, S1-external, S2-internal, S2-external  
KAPLAN-SGP: TMA-internal

MBS688 Acquisition of Human Resources - 3 points

MURDOCH: S2-internal, S2-external  
KAPLAN-SGP: TJA-internal, TSA-internal

MBL501 Human Resource Management Law - 3 points  
MURDOCH: S1-internal, S1-external  
KAPLAN-SGP: TJA-internal, TSA-internal

MBS535 Managing, Evaluating and Developing Human Resources - 3 points  
MURDOCH: S1-internal, S1-external  
KAPLAN-SGP: TJA-internal, TSA-internal

MBS538 Organisational Behaviour and Management - 3 points  
MURDOCH: S1-internal, S1-external, S2-internal, S2-external, SUM-internal, SUM-external  
DUBAI-ISC: TJD-internal, TMD-internal, TSD-internal  
KAPLAN-SGP: TJA-internal, TMA-internal, TSA-internal

MBS668 Managing Remuneration, Benefits and Motivation - 3 points  
MURDOCH: S2-internal, S2-external  
KAPLAN-SGP: TJA-internal, TSA-internal

MBS568 Organisational Change, Management and Consultancy - 3 points  
MURDOCH: S1-internal, S1-external, S2-internal, S2-external  
KAPLAN-SGP: TMA-internal

MBS603 Data, Metrics, Reporting and Analytics - 3 points  
MURDOCH: S2-internal, S2-external  
KAPLAN-SGP: TSA-internal

#### Specified Electives - 24 credit points

Before choosing your electives from the following units please speak to your Academic Chair

MBS520 Research Preparation for Business - 3 points  
MURDOCH: S1-internal, S1-external, S2-internal, S2-external

MBS521 Academic Business Skills for Postgraduates - 3 points  
MURDOCH: S1-internal, S1-external, S2-internal, S2-external

TLC501 Communication Skills for Postgraduate Study - 3 points  
MURDOCH: S1-internal, S2-internal

MBS539 Accounting for Managers - 3 points  
MURDOCH: S1-internal, S1-external, S2-internal, S2-external, SUM-internal, SUM-external  
DUBAI-ISC: TJD-internal, TMD-internal, TSD-internal  
KAPLAN-SGP: TJA-internal, TMA-internal, TSA-internal

MBS643 Applied Research Practicum - 6 points  
MURDOCH: S1-internal, S2-internal

MBS684 Managing Strategic Risk and Projects - 6 points  
MURDOCH: S2-internal, S2-external, SUM-internal, SUM-external  
DUBAI-ISC: TMD-internal  
KAPLAN-SGP: TMA-internal

EDN546 Dynamics of Cultural Diversity in the Workplace and the Community - 3 points  
MURDOCH: S2-internal, S2-external

MBS651 Leading and Managing Nonprofit Organisations - 3 points  
MURDOCH: S2-internal, S2-external

MBS661 Global Business in the Asian Century - 6 points  
MURDOCH: S1-internal, S1-external, S2-internal, S2-external  
KAPLAN-SGP: TJA-internal, TSA-internal

MBS663 Leading the Engaged Enterprise - 6 points  
MURDOCH: S2-internal, S2-external  
DUBAI-ISC: TJD-internal, TSD-internal  
KAPLAN-SGP: TJA-internal, TSA-internal

MBS664 Strategies for Growth and Excellence - 6 points  
MURDOCH: S1-internal, S1-external, S2-internal, S2-external  
DUBAI-ISC: TMD-internal

KAPLAN-SGP: TMA-internal

MBS654 Business Professional Placement - 6 points  
MURDOCH: S1-placement, S2-placement

PSY611 Work and Well-being - 3 points  
MURDOCH: S2-internal, S2-external

EDN541 Practical Methods of Instruction - 3 points  
MURDOCH: S1E-internal, S1E-external

MBS673 Entrepreneurship and Innovation Management - 3 points  
MURDOCH: S1-internal, S1-external, SUM-internal, SUM-external  
DUBAI-ISC: TJD-internal, TSD-internal  
KAPLAN-SGP: TJA-internal, TSA-internal

MBS662 Business, Society and the Environment - 6 points  
MURDOCH: S1-internal, S1-external  
DUBAI-ISC: TMD-internal  
KAPLAN-SGP: TJA-internal, TMA-internal

MBS636 International Business Negotiations - 3 points  
MURDOCH: S2-internal, S2-external

EDN671 Mentoring - 3 points  
MURDOCH: UA4-internal  
DUBAI-ISC: TMD-internal

MBL503 Dispute Resolution - 6 points  
MURDOCH: S2-internal, S2-external

MBS589 Social Enterprise, Social Innovation And Profit For Purpose - 3 points  
MURDOCH: S2-internal, S2-external

Special Topics are available from time to time and may be used as a Specified Elective. Students should contact the Academic Chair about availability.

Other units may be substituted with permission of the Academic Chair.

Students wishing to pursue a Higher Degree by Research should discuss this with the Academic Chair prior to selecting specified electives.

## PREREQUISITES

**Academic Business Skills for Postgraduates (MBS521)**  
Nil.

**Accounting for Managers (MBS539)**  
Enrolment in a graduate-level course.

**Acquisition of Human Resources (MBS688)**  
Enrolment in a graduate-level course.

**Applied Research Practicum (MBS643)**  
Enrolment in a Master's Program, completion of at least 24 points of Masters units. Completing MBS520 Research Preparation for Business is recommended prior to enrolling in this unit.

**Business Professional Placement (MBS654)**  
Enrolment in a Business Master's Program and completion of at least 24 points of Masters units, with a Grade Point Average of 2.5 or higher. Completing MBS520 Research Preparation for Business is recommended prior to enrolling in this unit.

**Business, Society and the Environment (MBS662)**  
Enrolment in a graduate-level course

**Communication Skills for Postgraduate Study (TLC501)**  
Nil.

**Data, Metrics, Reporting and Analytics (MBS603)**  
Nil

**Dispute Resolution (MBL503)**

Enrolment in a graduate-level course

**Dynamics of Cultural Diversity in the Workplace and the Community (EDN546)**

Enrolment in a Graduate qualification or permission of the Unit Coordinator

**Entrepreneurship and Innovation Management (MBS673)**  
Enrolment in a graduate-level course.

**Global Business in the Asian Century (MBS661)**  
Enrolment in graduate study

**Human Resource Management Law (MBL501)**  
Enrolment in a graduate-level course

**Human Resource Management Perspectives (MBS555)**  
Enrolment in a graduate-level course.

**International Business Negotiations (MBS636)**  
Enrolment in a graduate-level course.

**Leading and Managing Nonprofit Organisations (MBS651)**  
Enrolment in a graduate-level course.

**Leading the Engaged Enterprise (MBS663)**  
Enrolment in a Post-graduate course

**Managing Remuneration, Benefits and Motivation (MBS668)**  
Enrolment in a graduate-level course.

**Managing Strategic Risk and Projects (MBS684)**  
Enrolment in a graduate-level course.

**Managing, Evaluating and Developing Human Resources (MBS535)**  
Enrolment in a graduate-level course.

**Mentoring (EDN671)**  
Enrolment in a Graduate qualification or permission of the Unit Coordinator.

**Organisational Behaviour and Management (MBS538)**  
Enrolment in a graduate-level course.

**Organisational Change, Management and Consultancy (MBS568)**  
Enrolment in a graduate-level course.

**Practical Methods of Instruction (EDN541)**  
Enrolment in a Graduate qualification or permission of the Unit Coordinator.

**Research Preparation for Business (MBS520)**  
Enrolment in a graduate-level course.

**Social Enterprise, Social Innovation And Profit For Purpose (MBS589)**  
Enrolment in a graduate-level course.

**Strategies for Growth and Excellence (MBS664)**  
Enrolment in a postgraduate course.

**Work and Well-being (PSY611)**  
Enrolment in the Graduate Diploma in Safety Science, MBA(PP), MBA (Global) MHRM, or Masters of Health Administration, Policy, and Leadership