

## Faculty of Higher Education

<b>Subject Code</b>	MAN701
<b>Subject Name</b>	Human Resource Management
<b>Credit points</b>	6
<b>Study Level</b>	Year 4
<b>Delivery mode</b>	On campus
<b>Location</b>	Melbourne
<b>Prerequisites</b>	None

<b>Subject Coordinator</b>
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<b>Subject Overview</b>	<p>Students should develop an understanding of the different approaches to managing human resources from both a legal and ethical perspective, with the view to determining the most appropriate for the variety of hospitality and tourism venues. The theme for the subject follows current conceptions concerning the “war for talent” and “people” as the competitive advantage for service conscious organisations. The subject will examine both operational HR – involving student exposure to and analysis of policies and procedures, and strategic HRM – involving research and analysis of HR initiatives and “enablers” that ensure sustainability.</p>
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<b>Learning Outcomes</b>	Critically analyse current developments in Human Resource Management (HRM) in a Hospitality/Tourism industry context
	Evaluate the effectiveness of a range of Human Resource (HR) functions.
	Apply legal and ethical considerations to Human Resource Management policy development
	Critically analyse potential challenges for Human Resource Management, performance and sustainability

<b>Assessments</b>	<b>Details</b>	<b>Weighting</b>
	In-class quizzes	20%
	Essay	40%
	Examination	40%

<b>Graduate Attributes addressed in this subject</b>	Ethical and social understanding
	Systematic and coherent body of knowledge
	Cognitive skills to analyse and critique knowledge
	Interpersonal skills