

■ Postgraduate

Human Resource Management

SWINBURNE

SWINBURNE
UNIVERSITY OF
TECHNOLOGY

swinburne.edu.au/postgrad



Postgraduate programs in human resource management



Effective organisations are typically staffed and led by committed, talented people who enable the achievement of great outcomes.

Attracting, retaining and motivating people is probably the most significant challenge that faces any business or large organisation. As a result, human resource professionals carry a great responsibility – with the opportunity to see equally great rewards materialise if they can help sustain an effective organisational workforce.

Swinburne's postgraduate human resource management programs range from the graduate certificate to the extended master qualification. These programs help students broaden their understanding of human resource issues.

Swinburne's size and commitment to innovation enables staff to forge close and meaningful relationships with industry – drawing on industry panels to develop courses, guest lecturers to enrich course presentations and industry networks to connect graduates.

Choosing Swinburne

Swinburne has been ranked among the top 400 universities in the world by the Times Higher Education World University Rankings 2011–2012 and also in the top three per cent of universities worldwide by the QS World University Rankings in 2011. Students also rate Swinburne highly, and the university receives consistently high rankings for teaching quality from *The Good Universities Guide*.



Program details

Master of Commerce (Integrated Human Resource Management)

Master of Commerce (Human Resource Management)

Graduate Diploma of Commerce (Human Resource Management)

Graduate Certificate of Commerce (Human Resource Management)

All large organisations need strategically astute, outcome-focused, innovative and entrepreneurial human resource (HR) practitioners to achieve goals and sustain their workforce.

This popular human resource program has four stages, providing a number of possible qualification outcomes.

The program is tailored to the contemporary needs of HR professionals, focusing on:

- strategy (business and HR), structure and culture
- HR planning
- HR policy, procedure and practice.

Professional recognition

Upon successful completion of the master program, students may be eligible to apply for full membership of the Australian Human Resources Institute (AHRI).

Admission requirements

A recognised bachelor degree with a credit average or above. Relevant work experience is preferred but not essential.

Applicants who do not hold an appropriate qualification but who have a minimum of five years' relevant work experience are encouraged to apply.

To undertake the Master of Commerce (Integrated Human Resource Management), students must achieve at least a credit average throughout their Master of Commerce (Human Resource Management) program.

Location

The Australian Graduate School of Entrepreneurship, Swinburne's postgraduate business school, is based at the Hawthorn campus.

Program length

Graduate certificate: Six months full-time or equivalent part-time

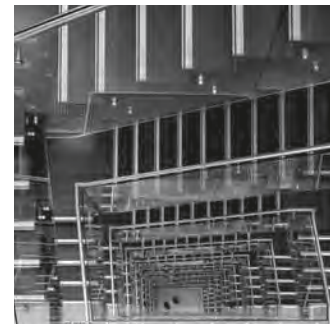
Graduate diploma: One year full-time or equivalent part-time

Master of Commerce (Human Resource Management): Eighteen months full-time or equivalent part-time

Master of Commerce (Integrated Human Resource Management): Two years full-time or equivalent part-time

Intakes

February and August



David Solim

Strategic HR Senior Officer,
PT RGM Indonesia

Businesses will only remain competitive in the future if they pay greater attention to careful management of human resources, according to David Solim.

"I chose this program because I believe the competitiveness of organisations in the future will depend more on their people," David said.

"Swinburne was my choice because it emphasises innovation, leadership, and entrepreneurship.

"Not only have I learnt the most up-to-date organisation and management theories but also leadership and entrepreneurship skills.

"The knowledge – both theoretical and practical – that I have gained during my studies has aided me in planning, organising and designing human resource activities at my current workplace."





Program structure

Students must complete 12 units of study to qualify for the Master of Commerce (Human Resource Management). If students have achieved a credit average and want advanced HR insight across a broad range of areas, they may choose to undertake an extra four units in order to graduate with a Master of Commerce (Integrated Human Resource Management).

At master level students are able to choose between two streams – coursework or research – enabling them to focus their studies to suit their interests.

Students may exit with a Graduate Certificate of Commerce (Human Resource Management) after completing the initial four program units and a Graduate Diploma of Commerce (Human Resource Management) after successful completion of eight units.

All units of study are valued at 12.5 credit points unless otherwise stated.

Units of study

Stage 1: Graduate certificate

BOH200	Recruitment and Selection
BOH300	Human Resource Development
BHRM001	Performance and Reward Management
BHRM002	Employee Relations

Exit with the graduate certificate or progress to the graduate diploma

Stage 2: Graduate diploma

HBH522	Managing People Across Cultures
HBH527	Leadership and Team Dynamics
HBH528	Ethics and Sustainability in Business and Society
HBH529	HRM Partnering in the Business Context

Exit with the graduate diploma or progress to the master

Stage 3: Master of Commerce (Human Resource Management)

Option 1 – Coursework

HBH620	Strategic HRM in the Business Context
HBH625	Knowledge Management
HBH627	Organisational Analysis
HBH628	Business Transformation for Competitive Success

Option 2 – Research

HBH620	Strategic HRM in the Business Context
HBH629	Strategic Workplace Thesis Proposal
HBH630	Strategic Workplace Thesis
Elective	

Exit with the Master of Commerce (HRM) or continue to Master of Commerce (Integrated Human Resource Management)

Stage 4: Master of Commerce (Integrated Human Resource Management)

Complete four additional elective units*

*Elective units of study must either be selected from the Human Resource Management units not previously been completed as part of the program or from other Swinburne postgraduate programs with approval of the program coordinator.

Exit with Master of Commerce (Integrated Human Resource Management)



General information

Facilities

As a Swinburne student you will automatically gain access to a range of facilities. These include a well-resourced library, computer laboratories, fitness and health facilities, personal and career counselling, housing, employment and financial advice.

Fees

In 2012, tuition fees for Australian citizens and permanent residents are based on \$2300 per 12.5 credit point unit of study. The fee for the Master of Human Resource Management program is therefore \$27,600 (including the graduate certificate and graduate diploma). The fee for the graduate diploma is \$18,400 (including the graduate certificate); for the graduate certificate it is \$9200.

In the event that a unit of study is derived from another program, the applicable fee will be that of the other program. All fees are reviewed each year and may increase without notice.

For all fee enquiries visit www.swinburne.edu.au/studentoperations/fees

FEE-HELP

FEE-HELP is a government-funded loan that helps eligible fee-paying students to pay their tuition fees. FEE-HELP is available to Australian citizens and holders of a permanent humanitarian visa. It is not available to New Zealand citizens and most holders of Australian permanent visas.

For further information, visit www.goingtouni.gov.au

Application procedure

You may lodge your application at any time, but each intake period has an application submission closing date. To obtain an application form, phone 1300 275 794 or visit www.swinburne.edu.au/postgrad/apply

Applications must be accompanied by a certified copy of your passport or birth certificate, a certified copy of academic transcripts and a current résumé.

Application closing dates

Applications close in early February for Semester 1 and in mid-July for Semester 2.

For current closing dates visit www.swinburne.edu.au/postgrad

International students

If you want to study at Swinburne but are not an Australian resident, contact Swinburne International on +61 3 8676 7002 or 1800 897 973 within Australia, or visit www.swinburne.edu.au/international

Recognition of Prior Learning

Recognition of Prior Learning (RPL) allows students to be granted credit or partial credit towards a qualification in recognition of skills and knowledge gained through work experience, tertiary qualifications and/or formal training.

For more information, visit www.swinburne.edu.au/postgrad

Information sessions

Information sessions are held regularly throughout the year. They are a great opportunity to meet and talk to staff about your postgraduate study options. The sessions help you understand what your chosen postgraduate program entails – what you can learn and what your study options are and where your qualification may take you.

For session dates visit www.swinburne.edu.au/postgrad

Further information

Telephone: 1300 275 794
Email: postgrad@swin.edu.au
Website: www.swinburne.edu.au/postgrad

■ ANY QUESTIONS?

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■ CAMPUSES

Hawthorn campus

John Street, Hawthorn

Prahran campus

144 High Street, Prahran

Lilydale campus

Melba Avenue, Lilydale

Melbourne CBD campus

196 Flinders Street, Melbourne

Croydon campus

12-50 Norton Road, Croydon

Wantirna campus

369 Stud Road, Wantirna

Sarawak campus

Kuching, Sarawak, Malaysia



CRICOS Provider Code: 00111D

The information contained in this course guide was correct at the time of publication, January 2012. The university reserves the right to alter or amend the material contained in this guide. The information in this guide does not apply to international students. For information about courses for international students please go to www.swinburne.edu.au/international

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