

# Bachelor of Human Resource Management (185JA.1)

Please note these are the 2015 details for this course

## Domestic students

Selection rank	
Delivery mode	On campus
Location	
Duration	3.0 years
Faculty	Faculty of Business, Government & Law
Discipline	Canberra Business School
UAC code	
English language requirements	An IELTS Academic score of 6.0 overall, with no band score below 6.0 (or equivalent).
<a href="#">View IELTS equivalences</a>	

## International students

Academic entry requirements	To study at UC, you'll need to meet our academic entry requirements and any admission requirements specific to your course. Please read your course admission requirements below. To find out whether you meet UC's academic entry requirements, visit our academic entry requirements page.
<a href="#">View UC's academic entry requirements</a>	

Delivery mode	On campus
Location	
Duration	3.0 years
Faculty	Faculty of Business, Government & Law
Discipline	Canberra Business School
CRICOS code	073949J
English language requirements	<p>An IELTS Academic score of 6.0 overall, with no band score below 6.0 (or equivalent).</p> <p><a href="#">View IELTS equivalences</a></p>

## About this course

The Bachelor of Human Resource Management provides a pathway for students seeking a professional human resource management role in modern organisations. All students studying the Bachelor of Human Resource Management are able to select an open major from any field within the university allowing a highly customisable course of study to meet the needs of individual students. Another innovative option of this program is the ability of all students to complete an optional Internship unit as part of their studies.

### Professional accreditation

None.

## Admission requirements

Normal UC requirements for admission to an undergraduate course.

### Assumed knowledge

None.

### Periods course is open for new admissions

This course is not open for new admissions.

### Credit arrangements

There are currently no formal credit transfer arrangements for entry to this course. Any previous study or work experience will only be considered as part of the application process in accordance with current [course rules](#) and [university policy](#).

# Course requirements

## Bachelor of Human Resource Management (185JA) | 72 credit points

**Required - 54 credit points as follows**

[Expand All](#) | [Collapse All](#)

### Required Units - Must pass 6 credit points as follows

[Introduction to Business Law \(4977\)](#) | 3 credit points – Level 1

[Information Systems in Organisations \(6348\)](#) | 3 credit points – Level 1

### Minor in Business and Government Foundation (MN0144) | 12 credit points

#### Restricted Choice - 9 credit points as follows

##### Part B - Must pass 3 credit points from the following

[Government-Business Relations \(6606\)](#) | 3 credit points – Level 1

[Introduction to Politics and Government \(8296\)](#) | 3 credit points – Level 1

Note:

- From 2018 students should take unit 8296 Introduction to Politics & Government instead of unit 6606. Students who are already required to take 8296 in their course may select an Open Elective instead.

##### Part C - Must pass 3 credit points from the following

[Sociology of Technology and Work \(7087\)](#) | 3 credit points – Level 2

[Governance for Environmental Sustainability \(7778\)](#) | 3 credit points – Level 2

[Business and Government Internship \(8036\)](#) | 3 credit points – Level 3

[Civil Society: Politics and Policy \(8716\)](#) | 3 credit points – Level 3

[Public Policy in Theory and Practice \(8785\)](#) | 3 credit points – Level 3

[Climate Change and Sustainable Business Futures \(9469\)](#) | 3 credit points – Level 2

##### Part A - Must pass 3 credit points from the following

[Business Statistics \(5123\)](#) | 3 credit points – Level 1

[Problem Evaluation and Resolution \(8730\)](#) | 3 credit points – Level 2

[Business Research Methods \(9522\)](#) | 3 credit points – Level 1

Note:

- 1. Unit 8730 Problem Evaluation and Resolution was replaced by unit 5123 Business Statistics or 9522 Business Research Methods from 2016.
- 2. Students enrolled in the Bachelor of Commerce at Bruce campus not undertaking an Accounting, Banking & Finance or Financial Planning major can substitute 5123 with 9522 Business Research Methods

### **Required - Must pass 3 credit points as follows**

Problem Analysis and Statistics (8732) | 3 credit points – Level 1

## **Major in Human Resource Management (Restricted) (MJ0052) | 24 credit points**

### **Required - Must pass 21 credit points as follows**

Managing Pay and Performance (6370) | 3 credit points – Level 2

Industrial Relations (6384) | 3 credit points – Level 2

Developing Human Resources (6403) | 3 credit points – Level 3

Strategic Management (7371) | 3 credit points – Level 3

Organisational Behaviour (7878) | 3 credit points – Level 2

Employment Law (7906) | 3 credit points – Level 2

Workforce Planning (7998) | 3 credit points – Level 3

### **Restricted Choice - Must pass 3 credit points from the following**

Managing Human Resources (6354) | 3 credit points – Level 2

Human Resource Economics (6385) | 3 credit points – Level 2

Business Ethics (6397) | 3 credit points – Level 3

Leadership, Innovation and Change (7075) | 3 credit points – Level 2

Organisational Performance (7079) | 3 credit points – Level 2

International Workplace Relations (8034) | 3 credit points – Level 3

Business and Government Internship (8036) | 3 credit points – Level 3

Note:

- Students in Bachelor of Human Resource Management courses must select 6354 Managing Human Resources as their Restricted Choice unit.

## **Minor in Business Foundation (MN0145) | 12 credit points**

## **Restricted Choice - 12 credit points as follows**

### **Part A - Must pass 3 credit points from the following**

[Introduction to Management \(4207\) | 3 credit points – Level 1](#)

[Principles of Management \(9525\) | 3 credit points – Level 2](#)

### **Part B - Must pass 3 credit points from the following**

[Accounting for Managers \(5617\) | 3 credit points – Level 1](#)

[Foundations of Financial Accounting \(9516\) | 3 credit points – Level 1](#)

[Business Decision Making \(11009\) | 3 credit points – Level 1](#)

Note:

- From Semester 1 2018 unit 5617 Accounting for Managers is no longer offered. Students complete unit 11009 Business Decision Making instead.

### **Part C - Must pass 3 credit points from the following**

[Introduction to Economics \(6355\) | 3 credit points – Level 1](#)

[Foundations of Microeconomics \(9518\) | 3 credit points – Level 1](#)

### **Part D - Must pass 3 credit points from the following**

[Introduction to Marketing \(6357\) | 3 credit points – Level 1](#)

[Foundations of Marketing \(9521\) | 3 credit points – Level 1](#)

Note:

- From Semester 1 2018 students not completing the major in Marketing, Marketing Management or Business Administration, may choose to complete an Open Elective unit in lieu of 6357 Intro to Marketing.

Note:

- Commerce students seeking accreditation by professional Accounting bodies or the Financial Planning Assoc must pass Intro to Economics & (Accounting for Managers or Business Decision Making).

## **Open Electives - 18 credit points as follows**

- Study Abroad: Elective credit can be completed on an International Study Abroad Program.

- Unit Levels: In selecting electives students should note that no more than 30 credit points at Level 1 is permitted for the entire course.

Note:

- Must pass 18 credit points from anywhere in the University, as a major, a minor and/or as individual units.

In addition to course requirements, in order to successfully complete your course you must meet the inherent requirements. Please refer to the [inherent requirements statement](#) applicable to your course

# Typical study pattern

## UC - Canberra, Bruce

### Accelerated Full Time, Semester 1 Commencing

#### Year 1

##### Semester 1

[Accounting for Managers \(5617\)](#)

[Government-Business Relations \(6606\)](#)

[Introduction to Economics \(6355\)](#)

Problem Analysis and Statistics (8732)

##### Semester 2

[Introduction to Business Law \(4977\)](#)

[Introduction to Management \(4207\)](#)

[Introduction to Marketing \(6357\)](#)

Problem Evaluation and Resolution (8730)

##### Winter Term

[Information Systems in Organisations \(6348\)](#)

Open Elective Unit

#### Year 2

##### Semester 1

[Employment Law \(7906\)](#)

[Industrial Relations \(6384\)](#)

MJ0052 Restricted Choice Unit

Open Elective Unit

##### Semester 2

[Managing Pay and Performance \(6370\)](#)

[Organisational Behaviour \(7878\)](#)

[Workforce Planning \(7998\)](#)

Open Elective Unit

**Winter Term**

Two Open Elective Units

**Year 3**

**Semester 1**

[Developing Human Resources \(6403\)](#)

[Strategic Management \(7371\)](#)

MN0144 Restricted Choice Part B Unit

Open Elective Unit

MN0144 Restricted Choice Unit

## Standard Full Time with Study Abroad Option, Semester 1 Commencing

**Year 1**

**Semester 1**

[Accounting for Managers \(5617\)](#)

[Government-Business Relations \(6606\)](#)

[Information Systems in Organisations \(6348\)](#)

[Introduction to Economics \(6355\)](#)

**Semester 2**

[Introduction to Business Law \(4977\)](#)

[Introduction to Management \(4207\)](#)

[Introduction to Marketing \(6357\)](#)

[Problem Analysis and Statistics \(8732\)](#)

**Year 2**

**Semester 1**

[Developing Human Resources \(6403\)](#)

[Employment Law \(7906\)](#)

[Industrial Relations \(6384\)](#)

[Problem Evaluation and Resolution \(8730\)](#)

**Semester 2**

[Managing Pay and Performance \(6370\)](#)

[Organisational Behaviour \(7878\)](#)

MN0144 Restricted Choice Part B Unit

MN0144 Restricted Choice Unit

MJ0052 Restricted Choice Unit

**Year 3**

**Semester 1**

[International Exchange \(12cp\) \(6845\)](#)

**Semester 2**

[Strategic Management \(7371\)](#)

[Workforce Planning \(7998\)](#)

Two Open Elective Units

## Standard Full Time, Semester 1 Commencing

**Year 1**

**Semester 1**

[Accounting for Managers \(5617\)](#)

[Government-Business Relations \(6606\)](#)

[Information Systems in Organisations \(6348\)](#)

[Introduction to Economics \(6355\)](#)

**Semester 2**

[Introduction to Business Law \(4977\)](#)

[Introduction to Management \(4207\)](#)

[Introduction to Marketing \(6357\)](#)

[Problem Analysis and Statistics \(8732\)](#)

**Year 2**

**Semester 1**

[Employment Law \(7906\)](#)



[Industrial Relations \(6384\)](#)

[Problem Evaluation and Resolution \(8730\)](#)

Open Elective Unit

**Semester 2**

[Managing Pay and Performance \(6370\)](#)

[Organisational Behaviour \(7878\)](#)

Open Elective Unit

MN0144 Restricted Choice Part B Unit

MN0144 Restricted Choice Unit

**Year 3**

**Semester 1**

[Developing Human Resources \(6403\)](#)

MJ0052 Restricted Choice Unit

Two Open Elective Units

**Semester 2**

[Strategic Management \(7371\)](#)

[Workforce Planning \(7998\)](#)

Two Open Elective Units

## Standard Full Time, Semester 2 Commencing

**Year 1**

**Semester 2**

[Government-Business Relations \(6606\)](#)

[Information Systems in Organisations \(6348\)](#)

[Introduction to Management \(4207\)](#)

[Introduction to Marketing \(6357\)](#)

**Year 2**

**Semester 1**

[Accounting for Managers \(5617\)](#)

[Introduction to Business Law \(4977\)](#)

[Introduction to Economics \(6355\)](#)

Problem Analysis and Statistics (8732)

**Semester 2**

[Managing Pay and Performance \(6370\)](#)

[Organisational Behaviour \(7878\)](#)

[Problem Evaluation and Resolution \(8730\)](#)

Open Elective Unit

**Year 3**

**Semester 1**

[Employment Law \(7906\)](#)

[Industrial Relations \(6384\)](#)

Two Open Elective Units

**Semester 2**

[Strategic Management \(7371\)](#)

[Workforce Planning \(7998\)](#)

Two Open Elective Units

**Year 4**

**Semester 1**

[Developing Human Resources \(6403\)](#)

MN0144 Restricted Choice Part B Unit

MN0144 Restricted Choice Unit

Open Elective Unit

MJ0052 Restricted Choice Unit

# Course information

## Course duration

Standard six semesters full-time or equivalent. Maximum twenty semesters.

## Learning outcomes

Learning outcomes

Related graduate attributes

<p>1. To gain knowledge of all key areas of Human Resource Management, and will be able to make links between the different areas in order to develop a coherent, strategically advantageous set of HR plans and policies;</p>	<ul style="list-style-type: none"> <li>- Communication - The ability to present knowledge, ideas and opinions effectively and communicate within and across professional and cultural boundaries within HRM context.</li> <li>- Analysis and inquiry - The ability to gather information, and to analyse and evaluate information and situations in a systematic, creative and insightful way, with various HRM issues and over HRM function.</li> <li>- Problem solving - The ability to apply problem-solving process in novel HRM situations; to identify and analyse HRM problems then formulate and implement solutions.</li> <li>- Working independently and with others - The ability to plan their own work, be self-directed and use interpersonal skills and attitudes to work collaboratively, all within HRM field and in partnership with other functions.</li> <li>- Professionalism &amp; social responsibility - The capacity and intention to use HRM professional knowledge and skills ethically and responsibly, for the benefit of others and the environment.</li> </ul>
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2. To gain knowledge of human resource planning, staffing, training and development, performance management and appraisal, compensation and benefit management, and career management.

- Communication - The ability to present knowledge, ideas and opinions effectively and communicate within and across professional and cultural boundaries within HRM context.
- Analysis and inquiry - The ability to gather information, and to analyse and evaluate information and situations in a systematic, creative and insightful way, with various HRM issues and over HRM function.
- Problem solving - The ability to apply problem-solving process in novel HRM situations; to identify and analyse HRM problems then formulate and implement solutions.
- Working independently and with others - The ability to plan their own work, be self-directed and use interpersonal skills and attitudes to work collaboratively, all within HRM field and in partnership with other functions.

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- Professionalism & social responsibility - The capacity and intention to use HRM professional knowledge and skills ethically and responsibly, for the benefit of others and the environment.

3. To gain the ability to manage a diversified workforce and in the global environment and context.

- Communication - The ability to present knowledge, ideas and opinions effectively and communicate within and across professional and cultural boundaries within HRM context.

- Analysis and inquiry - The ability to gather information, and to analyse and evaluate information and situations in a systematic, creative and insightful way, with various HRM issues and over HRM function.

- Problem solving - The ability to apply problem-solving process in novel HRM situations; to identify and analyse HRM problems then formulate and implement solutions.

- Working independently and with others - The ability to plan their own work, be self-directed and use interpersonal skills and attitudes to work collaboratively, all within HRM field and in partnership with other functions.

- Professionalism & social responsibility - The capacity and intention to use HRM professional knowledge and skills ethically and responsibly, for the benefit of others and the environment.

4. To gain understanding and mastery of the role in effective change management and to make an effective organisational contribution.

- Communication - The ability to present knowledge, ideas and opinions effectively and communicate within and across professional and cultural boundaries within HRM context.

- Analysis and inquiry - The ability to gather information, and to analyse and evaluate information and situations in a systematic, creative and insightful way, with various HRM issues and over HRM function.

- Problem solving - The ability to apply problem-solving process in novel HRM situations; to identify and analyse HRM problems

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then formulate and implement solutions.

- Working independently and with others - The ability to plan their own work, be self-directed and use interpersonal skills and attitudes to work collaboratively, all within HRM field and in partnership with other functions.

- Professionalism & social responsibility - The capacity and intention to use HRM professional knowledge and skills ethically and responsibly, for the benefit of others and the environment.

5. In addition, the students will also gain various skills of communication, analysis and inquiry, and problem solving with HRM context and content.

- Communication - The ability to present knowledge, ideas and opinions effectively and communicate within and across professional and cultural boundaries within HRM context.

- Analysis and inquiry - The ability to gather information, and to analyse and evaluate information and situations in a systematic, creative and insightful way, with various HRM issues and over HRM function.

- Problem solving - The ability to apply problem-solving process in novel HRM situations; to identify and analyse HRM problems then formulate and implement solutions.

- Working independently and with others - The ability to plan their own work, be self-directed and use interpersonal skills and attitudes to work collaboratively, all within HRM field and in partnership with other functions.

- Professionalism & social responsibility - The capacity and intention to use HRM professional knowledge and skills ethically and responsibly, for the benefit of others and the environment.

6. The students will also gain the ability to work independently and with others through HRM function.

- Communication - The ability to present knowledge, ideas and opinions effectively and communicate within and across professional and cultural boundaries within HRM context.

- Analysis and inquiry - The ability to gather information, and to

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analyse and evaluate information and situations in a systematic, creative and insightful way, with various HRM issues and over HRM function.

- Problem solving - The ability to apply problem-solving process in novel HRM situations; to identify and analyse HRM problems then formulate and implement solutions.

- Working independently and with others - The ability to plan their own work, be self-directed and use interpersonal skills and attitudes to work collaboratively, all within HRM field and in partnership with other functions.

- Professionalism & social responsibility - The capacity and intention to use HRM professional knowledge and skills ethically and responsibly, for the benefit of others and the environment.

7. The students will also become able to function in HR, and other field, professionally and responsibly.

- Communication - The ability to present knowledge, ideas and opinions effectively and communicate within and across professional and cultural boundaries within HRM context.

- Analysis and inquiry - The ability to gather information, and to analyse and evaluate information and situations in a systematic, creative and insightful way, with various HRM issues and over HRM function.

- Problem solving - The ability to apply problem-solving process in novel HRM situations; to identify and analyse HRM problems then formulate and implement solutions.

- Working independently and with others - The ability to plan their own work, be self-directed and use interpersonal skills and attitudes to work collaboratively, all within HRM field and in partnership with other functions.

- Professionalism & social responsibility - The capacity and intention to use HRM professional knowledge and skills ethically and responsibly, for the benefit of others and the environment.

## Majors

- [Major in Human Resource Management \(Restricted\) \(MJ0052\)](#)
- [Minor in Business Foundation \(MN0145\)](#)
- [Minor in Business and Government Foundation \(MN0144\)](#)

## Awards

Award	Official abbreviation
Bachelor of Human Resource Management	B HumanResMgt

## Honours

High performing students may be eligible to enrol in the Bachelor of Philosophy (Honours) course.

## Alternative exits

240JA Bachelor of Human Resource Management/Bachelor of Laws

## Enquiries

Student category	Contact details
Prospective Domestic Students	Email <a href="mailto:study@canberra.edu.au">study@canberra.edu.au</a> or Phone 1800 UNI CAN (1800 864 226)
Prospective International Students	Email <a href="mailto:international@canberra.edu.au">international@canberra.edu.au</a> or Phone +61 2 6201 5342
Current and Commencing Students	In person, Student Centre Building 1 (take a BGL Faculty course advice ticket) or Email <a href="mailto:bglstudent@canberra.edu.au">bglstudent@canberra.edu.au</a>

## Download your course guide



# Scholarships

Find the scholarship that's the right fit for you

[Explore Scholarships](#)

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UC acknowledges the Ngunnawal people, traditional custodians of the lands where Bruce campus is situated. We wish to acknowledge and respect their continuing culture and the contribution they make to the life of Canberra and the region. We also acknowledge all other First Nations Peoples on whose lands we gather.