

Master of Human Resource Management

Empower people, performance and culture



This program guide contains information for the:

- Master of Human Resource Management (8451)
- Graduate Certificate in Human Resource Management (7452)
- Graduate Certificate in Human Resource Analytics (7453)
- Graduate Certificate in Diversity, Equity and Inclusion (7458)
- Graduate Certificate in Leadership and Organisational Development (7454)

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Learn at UNSW - a world leader



#1 in Australia

UNSW Business School has been ranked the #1 business school in Australia for the third consecutive year.

AFR Best Business School, 2023.



Most employable students

UNSW has been voted as having the most employable students at the AFR Top 100 Future Leaders Awards, 2020, 2021, 2022, 2023 and 2024.



1 for Business and Management

UNSW is ranked first in Australia for Business and Management studies.

QS World University Rankings by Subject, 2024.



Highest graduate salaries

UNSW graduates earn the highest average salaries among graduates in Australia.

QILT Graduate Outcomes Survey, 2023



The AGSM advantage

The Master of Human Resource Management is a UNSW Online program delivered through the Australian Graduate School of Management (AGSM) at UNSW Business School.

AGSM



Top 20 worldwide

UNSW is ranked 19th overall in the world.

QS World University Rankings, 2025

Master of Human Resource Management

In a dynamic and evolving workforce, there's an increasing need for skilled human resource management (HRM) professionals who can problem-solve and drive strategies to empower people, performance and culture. With job opportunities estimated to grow 16.3 per cent over the next five years¹, now is a perfect time to consider up-skilling or re-skilling in HRM.

The Master of Human Resource Management is designed for aspiring future-focused leaders looking to enhance their careers and create positive work environments that empower staff and optimises business performance. Throughout the program, students will build deepened expertise in HRM strategic frameworks and problem-solving skills to transform organisations to reach success and navigate challenges in an evolving industry.

Structured to address employer demand, students will gain a competitive edge in their careers with the ability to specialise in industry growth areas.

Shape your program to align with your professional goals by choosing to specialise in:



**Human
Resource
Analytics**



**Diversity,
Equity and
Inclusion**



**Leadership and
Organisational
Development**

Plus, you have the option to complete two specialisations, meaning you can graduate with a Master of Human Resource Management (Specialisation 1 + Specialisation 2). Alternatively, you can also continue without a specialisation, and choose more broadly from all of the electives.

¹Human Resource Management, [LabourMarketInsights.gov.au](https://labourmarketinsights.gov.au).



Why study human resources at UNSW?



Developed by industry experts

A global leader in business education, UNSW Business School ranks as one of Australia's top business education hub. You can feel confident that you are gaining a world-class education designed and delivered by industry and subject leading experts.



Focus on people – not just process

The online Master of Human Resource Management at UNSW recognises that an organisation's people are at the heart of its success. Select electives that will equip you with a distinct set of people-centric strategies, founded on principles of analytics, leadership, development and diversity, equity and inclusion (DEI), to empower and enhance performance.



Designed for the future of work

Build your leadership capabilities and change management, analytical and digital skills to be prepared for the future of work. Learn to shape workplace culture through data-driven approaches, innovation, inclusion and wellbeing practices.



Accelerated and 100% online

Through UNSW Online's accelerated and immersive education experience, you can tailor your studies to fit your career and personal goals. Studying one course at a time, you will increase your employability and instantly add value to your career and organisation.



Specialisations

Designed for the future of work and the expectations of contemporary Human Resource Management teams, the online suite of Human Resource Management programs allows students to gain skills that are highly sought after by employers. Successfully completing a Graduate Certificate can satisfy entry requirements for the Master of Human Resource Management, should students wish to enhance their skills further.

Diversity, Equity and Inclusion (DEI)

84 per cent of human resource professionals say that Diversity, Equity and Inclusion (DEI) is either fairly important or very important to the future success of their organisation¹.

Whether organisations have established DEI initiatives or are looking to build their first diversity plan, this specialisation will teach you the best approaches to identify, communicate, and drive DEI practices within an organisation and influence positive change.

Career outcomes:

- Culture Manager
- Chief Culture Officer
- Director of Diversity, Equity, and Inclusion
- Diversity, Equity, and Inclusion Analyst
- Diversity, Equity, and Inclusion Specialist
- Diversity and Inclusion Consultant
- Employee Experience Manager
- Employment Relations Manager
- People & Culture Manager

Leadership and Organisational Development

In the post-pandemic workforce, organisations are looking for human resource professionals who can guide organisations through periods of transformation and create value through effective HR strategies. How can we do this? Through identifying and honing in on the organisation's purpose, values and culture. This area of focus aligns to aspiring HRM leaders who see the need for organisations to prioritise professional development and stakeholder management to optimise business performance.

Within this specialisation, you will study courses such as Leadership Development and Organisational Development that will provide you with critical skills in leadership, strategy and change management to drive growth in your career and your organisation.

Career outcomes:

- Business and Leadership Coach
- Diversity and Inclusion Consultant
- Employee Experience Manager
- Human Resource Manager
- Leadership and Engagement Manager
- Organisational Change Manager/Specialist
- Organisational Development Lead/Coordinator/Manager
- People and Culture Consultant
- Senior Training Officer

¹AHRI, *THE STATE OF Diversity, Equity and Inclusion in Australian Workplaces*, 2023.



Specialisations

Human Resource Analytics

Human resource analytics, also referred to as people analytics, allows organisations to make data-driven decisions to enrich employee engagement, reduce turnover and build diverse and inclusive workplace cultures to drive performance.

According to research by PWC, there has been a 200 per cent increase in the demand for digital skills in the Australian workforce². As global economies continue to drive towards digitisation, human resource analytics can help organisations adapt and succeed.

Career outcomes:

- Chief of People Officer
- Director of Human Resources
- Director of People and Culture
- Employee Experience Manager
- Employment Relations Manager
- Executive Director of Human Resources
- Human Resource Analyst
- Leadership and Engagement Manager
- Remuneration Analyst
- Remuneration & HR Reporting Manager
- Senior Human Resource Manager
- Senior Workplace Relations Manager

Analytics stream

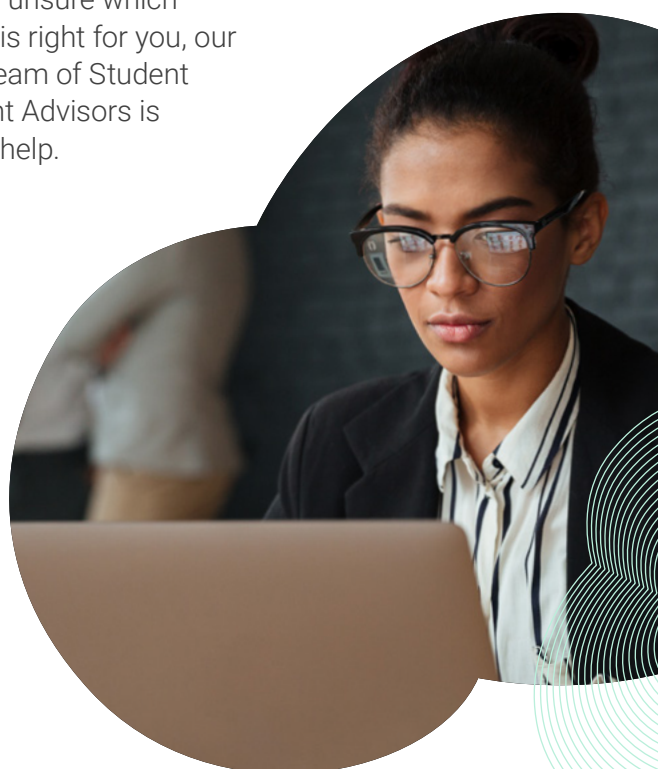
Alternatively, If you have a background in IT, data science, computing or analytics roles and are interested in developing your understanding of HR principles to further enhance organisations, a Master of Analytics (Human Resource Analytics) may be for you.

After successful completion of the Graduate Certificate in Human Resource Analytics, students can choose to articulate into the Master of Human Resource Management (Human Resource Analytics) or Master of Analytics (Human Resource Analytics).

Find out more about the Master of Analytics (Human Resource Analytics) via the button below.

Find out more →

If you are unsure which program is right for you, our friendly team of Student Enrolment Advisors is happy to help.



²PWC, Future of Work Design for the Future, 2022.



Why specialise?

While a general Master of Human Resource Management will open you up to broader opportunities in human resources and expand your knowledge, a specialised Human Resource Management postgraduate qualification is ideal if you have a specific career goal in mind.

Which specialisation is right for me?

If you are unsure about which specialisation is right for you, answering these questions may give you a better idea.

1. What projects would you like to work on?

- a. Identifying and empowering individuals to become high performers in your organisation
- b. Implementing DEI strategies aligned with the organisation's vision
- c. Developing a road map to proactively discover performance metrics and communicate with people

2. I want to solve business problems like:

- a. Identifying and providing solutions to company wide knowledge gaps
- b. Developing an organisation where People of Colour (POC) feel empowered to apply for leadership positions
- c. Identifying onboarding hurdles within our teams

3. I want to learn more about:

- a. How to develop leadership and departmental teams to drive growth
- b. Contemporary employee wellbeing and engagement techniques
- c. HR information systems and analytics

4. My future job title is:

- a. Organisational Transformation Manager
- b. People and Culture Manager
- c. Senior HR People Analyst



If your answers are

Mostly A

The Leadership and Organisational Development specialisation may be for you.

Mostly B

the Diversity, Equity and Inclusion specialisation may be for you.

Mostly C

the HR Analytics specialisation may be for you.

Stuck between two specialisations? Not a problem. Students also have the option to complete two specialisations, meaning you can graduate with a Master of Human Resource (Specialisation 1 + Specialisation 2), giving you a competitive edge.

Still not sure? You can also continue without a specialisation, and choose more broadly from all of the electives to tailor your program to your career goals and interests.

Speak with our Enrolment Advisors to help determine which specialisation and study pathway that will be best for you.

Schedule a call →



Knowledge areas



Align HRM to business objectives

Understand the role of human resource management in the contemporary business world and how effective HRM can set the foundations for successful organisations. Develop a toolkit of HRM approaches and strategic frameworks that will enable you to support your team and organisation to improve workplace quality while contributing directly to the achievement of strategic business goals.



Bespoke structure to unlock immediate career success

Gain immediate career value, no matter the industry, and deepen your expertise with critical skills requested by employers. With 75 per cent of the program comprised of electives, you can choose to focus on a specialisation of interest or select from a range of electives such as Managing Pay and Performance, Change Management or Industry Experience Projects.



Influence positive change

Become a Human Resource Management Specialist who can guide future-focused transformation whether on an organisational, managerial or individual level. Use HR principles to navigate modern and emerging workplace initiatives including employee wellbeing, engagement, sustainability and Diversity, Equity and Inclusion.



Empower and drive performance

Optimise performance and drive professional development in your organisation and in your career. Through leadership development techniques and people-focused frameworks and practices, you will learn how to drive success in organisations where culture complements business strategy.



Future-proof digital skills

Learn how to use data and HR information systems to drive organisational growth. Enhance your credibility as a human resource leader and gain the skills to identify, understand and apply data to enrich employee engagement, reduce turnover and build diverse and inclusive workplace cultures.





Program overview

The Master of Human Resource Management program encompasses 12 online courses and can be completed in as little as two years, with the choice of selecting from a General HR, HR Analytics, DEI or Leadership and Organisational Development specialisation.

There is also the option to study the Graduate Certificate programs in Human Resource Management, Human Resource Analytics, Diversity, Equity & Inclusion, and Leadership & Organisational Development as a foundation program that provides an articulation pathway if the student completes these programs with a minimum WAM of 65.



Step one:

Tailor your degree by choosing your program pathway and selecting the corresponding core courses below.

| | | PROGRAM PATHWAYS | | | | | | | |
|--------------|---------------------------------------|----------------------------------------|---------------------------------------|----------------------------------------------|--------------------------------------------------------|-------------------------------------|----------------------------------------------------------------|-----------------------------------------------------------------------|---------------------------------------------------------------------------------|
| | | Grad Cert in Human Resource Management | Grad Cert in Human Resource Analytics | Grad Cert in Diversity, Equity and Inclusion | Grad Cert in Leadership and Organisational Development | Master of Human Resource Management | Master of Human Resource Management (Human Resource Analytics) | Master of Human Resource Management (Diversity, Equity and Inclusion) | Master of Human Resource Management (Leadership and Organisational Development) |
| CORE COURSES | Introductory Data Analysis | | ✓ | | | | ✓ | | |
| | Human Resource Analytics [#] | | ✓ | | | | ✓ | | |
| | Human Resource Information Systems | | ✓ | | | | ✓ | | |
| | Organisational Development | | | | ✓ | | | | ✓ |
| | Leadership Development | | | | ✓ | | | | ✓ |
| | Employee Wellbeing and Engagement | | | ✓ | | | | ✓ | |
| | Sustainability and Human Resources | | | ✓ | | | | ✓ | |
| | Diversity, Equity and Inclusion | | | ✓ | | | | ✓ | |
| | Human Resource Policies and Practice | ✓ | | | | ✓ | ✓ | ✓ | ✓ |
| | Human Resource Strategies | | | | | ✓ | ✓ | ✓ | ✓ |
| | Managing People and Organisations | | | | | ✓ | ✓ | ✓ | ✓ |
| | Introduction to Employment Law | | | | | ✓ | ✓ | ✓ | ✓ |
| | ELECTIVE COURSES* | +3 | +1 | +1 | +2 | +8 | +5 | +5 | +6 |

[#]Pre-requisite: Introductory Data Analysis.

*If you enter the master's program via articulation from a graduate certificate, your elective selection may impact the core courses from the master's degree. Available elective courses will vary per program and study period. Please speak to an Enrolment Advisor to find out more.



Step two:

Select the number of elective courses as indicated in your program pathway in step one. Choose from any of the streams below to suit your career goals and ambition.

| Stream 1 | Stream 2 | Stream 3 | Stream 4 | Stream 5 |
|--------------------------------------|---------------------------------------|----------------------------------------|--------------------------------------------------|----------------------------------------------|
| Human Resource Management | Human Resource Analytics | Diversity, Equity and Inclusion | Leadership and Organisational Development | Further elective choice |
| Human Resource Policies and Practice | Introductory Data Analysis | Diversity, Equity and Inclusion | Organisational Development | Managing Yourself and Others |
| Human Resource Strategies | Human Resource Analytics [#] | Sustainability and Human Resources | Leadership Development | Career Navigator |
| Managing People and Organisations | Human Resource Information Systems | Employee Wellbeing and Engagement | | Strategic Consulting Project [^] |
| Introduction to Employment Law | | | | Attracting, Evaluating and Retaining Talent |
| | | | | Strategic Rewards and Performance Management |
| | | | | Change Management |

[^]Students must have completed a minimum of 36 UOC to enrol in this course.

[#]Pre-requisite: Introductory Data Analysis.

One program, multiple opportunities

Core courses that you haven't selected in step one can be used as electives, giving you the option to complete two specialisations, meaning you can graduate with a Master of Human Resource Management (Specialisation 1 + Specialisation 2).

Alternatively, you can also continue without a specialisation, and choose more broadly from all of the electives to tailor your program to your career goals and interests.

You can also complete up to two eligible Graduate Certificates which can be stacked towards your Master of Human Resource Management degree. Stacking two Graduate Certificates will allow you to graduate with the Master's degree by completing a further 4 courses.

Speak to our team of Student Enrolment Advisors to discuss how to get the most from your program.

Schedule a call →



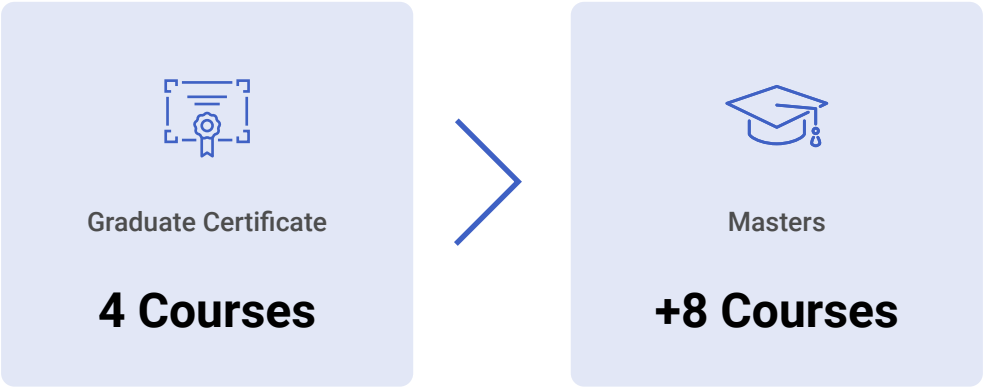
Program details

| 2025 Indicative domestic program fees^ | | | |
|-------------------------------------------------------------------|--------------------|------------|----------|
| Master of Human Resource Management | Program code: 8451 | 12 courses | \$61,500 |
| Graduate Certificate in Human Resource Management | Program code: 7452 | 4 courses | \$20,000 |
| Graduate Certificate in Human Resource Analytics | Program code: 7453 | 4 courses | \$20,000 |
| Graduate Certificate in Diversity, Equity and Inclusion | Program code: 7458 | 4 courses | \$20,000 |
| Graduate Certificate in Leadership and Organisational Development | Program code: 7454 | 4 courses | \$20,000 |

^All prices are listed in Australian dollars and may exceed the indicative figures listed. Total program fee is determined by individual course selection.

All prices are listed in Australian dollars and may exceed the indicative figures listed. Visit our [Fees page](#) for up-to-date information inclusive of 2025 indicative International program fees. Fees are subject to annual review by the University and may increase annually, with the new fees effective from the start of each calendar year. Indicative fees are a guide for comparison only based on current conditions and available data. You should not rely on indicative fees.

| Program intakes (Hexamesters) | Program duration |
|--------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Six intakes annually</p> <p>January, March, May, July, September and October</p> | <p>Each course is seven-weeks long, plus O-week. UNSW Online advises a minimum of 15-20 hours of study per week. The master’s program can be completed in as little as two years.</p> |





The UNSW Online experience

- We are here to support you, every step of the way, to graduate from one of the world's leading universities. Our online learning environment has been designed to seamlessly fit into your already busy schedule and you'll be able to access course resources on any device, at any time.
- Our academics are some of the best in the world and, even though you're studying online, you can expect your learning experience to be the same high standard as that of our on-campus students.
- Throughout your study journey, you will be able to turn to your Student Success Advisor, who is committed to assisting you from enrolment through to graduation. They are on-hand for all non-academic queries by phone or email.
- You will also have access to Career Success – a curated, self-paced module that provides a framework for thinking about, and taking action to implement, an effective career plan. Through Career Success, you will have access to tools like Career AI (powered by VMock) and CaseCoach, and guides on crafting the perfect LinkedIn profile, resume, and cover letter.

Entry requirements

UNSW's Admission Entry Calculator

To assist us in assessing your previous study and eligibility for this course, we recommend using the [UNSW Admissions Entry Calculator](#) as a guide. This calculator converts and scales the grading schemes across the world into a percentage that applies to UNSW entry requirements.

Master of Human Resource Management (8451)

To be eligible for the Master of Human Resource Management and included specialisations, you must have:

- A recognised bachelor's degree (or equivalent qualification) with a credit average (65% or higher) as determined by the UNSW entry calculator.

Entry Via Nested Qualification

You can enter the Master of Human Resource Management program by completing a Graduate Certificate in Human Resource Management, Human Resource Analytics, Leadership & Organisational Development, or Diversity, Equity & Inclusion and achieving a minimum WAM of 65.

Graduate Certificates (7452) (7453) (7458) (7454)

To be eligible for the Graduate Certificate programs in Human Resource Management, Human Resource Analytics, Diversity, Equity & Inclusion, and Leadership & Organisational Development, you must have:

- A recognised bachelor's degree (or equivalent qualification) OR
- A minimum of 3 years relevant or professional experience* in analytics, clerical or administrative work in a commercial, not for-profit or public service organisation or other analytics-related positions.

Articulation Opportunities

Articulation pathways exist from the Graduate Certificate programs in Master of Human Resource Management and the included specialisations if the student completes their graduate certificate with a minimum WAM of 65. Students who complete the Graduate Certificate in Human Resource Analytics may also articulate into the Master of Analytics (Human Resource Analytics).

You can also complete up to two eligible Graduate Certificates, which can be stacked towards your Master of Human Resource Management degree. Stacking two Graduate Certificates will allow you to graduate with the master's degree by completing a further 4 courses.

If you would like to know more about articulation opportunities, reach out to our team of Student Enrolment Advisors.

*Relevant experience includes being responsible for tasks that are non-routine, unstructured or semi-structured and engaging in problem-solving activities. It can include experience of managing a small team, being a team leader, managing a project or being responsible for the management and allocation of resources. Alternatively, engaging in a professional role over a period of time is relevant experience. Eligibility for admission does not guarantee offer of a place.



English Language

You may need to provide evidence of your English language proficiency to study at UNSW, depending on your educational background and citizenship. UNSW requires a minimum level of English language competency for enrolment. English language skills are essential for webinar comprehension and the completion of coursework, assignments and examinations.

If English is not your first language, you will need to provide proof of your English proficiency before receiving an offer to study at UNSW. You can do this by providing evidence that you meet one or more of the following criteria:

- English language tests and university English courses
- Prior study in the medium of English
- Other qualifications
- English waivers

Recognition of Prior Learning (RPL)

Your previous studies can be acknowledged as credit towards your online postgraduate studies provided that they meet relevant course requirements. If you are eligible for admission and you have undertaken previous studies at another institution, you may be eligible to apply for Recognition of Prior Learning (RPL).

Students can apply for RPL during the program application process and must ensure all relevant supporting documents are submitted for assessment if requested by Admissions, including course outlines from the same year they completed the relevant course/s as content may change over time. Courses successfully completed within the past ten years can be used for credit transfer within a program as provided within the program rules and the University rules on credit.

If you have completed courses in previous undergraduate study, Master of Human Resource Management students can claim up to four courses (24 units of credit) of unspecified RPL advanced standing, meaning that they can acquire the master's program by studying a further eight courses.

Find out more about RPL and credit transfer at UNSW. Speak with a Student Enrolment Advisor to learn more about additional requirements and to receive guidance around the RPL process.



Academic leadership



Helen Parker

Academic Lead for UNSW
Online Human Resource
Management Programs



“Our suite of Human Resource Management programs at UNSW are designed to empower, inspire and equip aspiring HR leaders with the necessary insights to navigate the complexities of the modern workforce.

With specialisations in HR Analytics, Diversity Equity and Inclusion and Leadership and Organisational Development, students will gain deepened expertise in people-centric strategy to complement organisational objectives. By delving into these integral areas of contemporary HR, students will gain an industry-relevant toolkit to transform their careers and contribute significantly to their organisation.”

Helen is an education-focussed Senior Lecturer in the School of Management and Governance at UNSW. For over 10 years as an educator, she has designed and delivered learning for a diverse array of audiences, including leadership programs for academic and professional staff at the University of Sydney, and executive education programs tailored for the Department of Defence. At the heart of Helen’s scholarly pursuits lies a profound fascination with understanding how individuals mature their psychosocial capacities throughout their lifespan and handle complexity at work.

Before embarking on her current academic journey, Helen had 20-year history in senior marketing positions across the IT, publishing, and pharmaceutical sectors. Her global experience included working and living in Australia, Hong Kong, and the UK. This comprehensive industry experience provides her with a rare blend of academic rigor and practical wisdom, enriching her approach to teaching, research, and professional collaboration.

Get in touch

Our Student Enrolment Advisors are here to help you with all your program and enrolment queries.

 studyonline.unsw.edu.au

 [1300 974 990](tel:1300974990)

 future-student@studyonline.unsw.edu.au



Have a question?

Book a 15-minute chat with a Student Advisor

Book now →

Apply to UNSW Online

If you're ready to apply, then we're ready to guide you through the application process.

Visit the UNSW website to start your application or book a call with our Student Enrolment Advisors to discuss entry requirements and any questions you may have.

Apply now →



≡ Course Descriptions

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Attracting, Evaluating and Retaining Talent



Course Overview

This course covers human resource management (HRM) practices involved with attracting, evaluating and retaining talent. In relation to recruitment, selection and retention, this course will help you navigate key HRM processes. In this course, students will develop practical skills in relation to effective recruitment and selection. In terms of talent management, this course will explore ways in which organisations and HRM professionals can better support and retain employees.

Career Navigator

Course Overview

The awareness of the benefits of career development learning is on the rise, both at an individual level and in supporting both policy as well as social goals.

This course provides an opportunity for students to gain the knowledge, skills, attitudes and behaviours to manage their career in self-directed ways.

They will be exposed to a range of career development theories and models that will assist them to gain clarity on their careers.

Change Management

Course Overview

Organisations are increasingly having to adapt and change in response to rapid changes in their environment. Yet, some estimates suggest that up to 75% of all organisational change fail to deliver the results that were anticipated. As there are many factors which influence the success and failure of organisational change initiatives, this course introduces you to different theories of change alongside the tools and techniques that are associated with effective change management. You will have the opportunity to apply these frameworks and insights to the development of a change management plan that can be applied to organisations today.

Diversity, Equity and Inclusion

Course Overview

Recent world-wide events and shifts in culture have brought the concepts of diversity, equity and inclusion to the forefront and have shown how far society still has to go in acknowledging, understanding and applying these concepts. In organisations, Diversity, Equity and Inclusion (DEI) ultimately benefits the bottom line with consumers now expecting increased levels of social responsibility and people focus as the norm. In this course you will understand the importance of DEI in the workplace and gain actionable insights in developing measurable goals and frameworks. You will have the opportunity to apply these frameworks in building for the whole of an organisation, sustainable and sound DEI strategy, and, through its implementation, support and drive business value in a diverse and inclusive workforce.

Employee Wellbeing and Engagement

Course Overview

This course aims to advance knowledge in managing employee wellbeing and engagement. As key employee outcomes, this course will cover a broad range of HRM policies and programs to best support employee wellbeing and engagement across current challenges and contexts. In working to create positive work environments, this course will cover many human resource considerations across change, organisational support, employee development, emotions, learning and workplace relationships.

Human Resource Analytics[#]

Course Overview

Across a variety of different fields, organisations are increasingly using data and the insights that can be gained from this data to help inform decisions and shape their strategies. There are significant opportunities for analytics to inform the effective management of human resources across a broad range of dimensions. This course introduces the areas where analytics can support various aspects of human resource management and examines how data is being used to help organisations improve the performance of their people. Students will get hands on experience applying data analytics techniques to HR data sets and develop an understanding of how HR analytics can be best integrated into HR strategy, policies, and practices.

[#]Pre-requisite: Introductory Data Analysis.

Human Resource Information Systems

Course Overview

The application of information technology has revolutionised the way in which organisations operate and has had a significant impact on the evolving human resource management function. Human Resource (HR) plays a strategic role in ensuring the practices of an organisation align with its goals to achieve sustained long-term success. In this course, students will critically analyse the administrative and strategic value of a Human Resource Information Systems (HRIS), as relevant to local and global organisations, and identify and examine the issues relating to the use of HRIS in contemporary business settings. By evaluating the technologies and methodologies of HRIS, students will identify opportunities for data collection and analysis, and will construct and present HRIS solutions for the automation and effective cost management of HR information.

Human Resource Policies and Practices

Course Overview

It is often said that people are an organisation's greatest resource. This course introduces you to the policies and practices that organisations use to ensure that they are making the most effective use of their human resources to drive organisational performance. It focuses in particular on the role of the human resource management function in achieving these outcomes, the different forms that it takes across organisations and the changing nature of the HR function in contemporary organisations. In doing so, it provides an overview of the employment cycle and the contribution that effective HR policies and practices can make to each stage in this cycle.

Human Resource Strategies

Course Overview

The need for sustained competitive advantage has made the strategic management of Human Resources (HR) increasingly important for long-term business success. This course is designed to provide students with an understanding of the principles and practices of strategic human resource management and will introduce key frameworks, theories, and constructs in the field to examine current issues and debates and to identify how HR strategies can increase employee well-being and organisational effectiveness. Students will examine the fit between HR practices and concepts and will build a strategic framework to integrate and influence strategic decision making within an organisation. By assessing the needs and skills of a workforce, students will be required to critically analyse and to develop HR strategies to better reach an organisation's goals of enhancing workforce productivity, improving employee and supervisor relations, fostering an environment conducive to a diverse and inclusive workplace, and strengthening employee retention.

Strategic Consulting Project*

Course Overview

This course provides an opportunity for you to apply the academic knowledge and professional skills developed across the program to a real world contemporary challenge. You will work in small project teams to provide recommendations to your partner organisation, considering the broader global environment in which it operates. You will consider how your personal growth and development throughout the program has increased your ability to be an effective team member and to influence others to drive change.

This course is delivered fully online and consists of pre-workshops modules, online discussion boards and industry partner meetings. Students are required to spend a minimum of 80 hours working with a partner organisation, on a project basis, on a genuine business issue for the partner organisation. This is supported by learning activities provided by UNSW academics, company mentors and business leaders.

* Students must have completed a minimum of 36 UOC to enrol in this course



Introduction to Employment Law

Course Overview

Employment Law deals with the law governing the formation, content and termination of employment relationships. This course will examine the complex integration of the body of federal and state statutes, industrial instruments and the common law contract of employment. Students will gain insight to the formation, duration and termination of an employment contract and the ability to comprehend terms expressed, implied or otherwise incorporated into the contract of employment. Students will be assessed on their understanding of the rights and liabilities of employers and employees under contract, legislation, awards and industrial instruments and what remedies are available to parties for breach of employment contracts, regulations or awards.

Introductory Data Analysis

Course Overview

A key foundational step for business analytics is understanding the ways in which data can be presented and analysed. Introductory Data Analysis provides a solid basis from which data analysis techniques can be applied to solve business problems and support evidence-based decision-making, with a specific focus on the use of Microsoft Excel.

This course will cover methods such as charts, descriptive statistics, probability distributions, confidence intervals, hypothesis testing, and basic regression models. These methods will be the foundations for more advanced courses using statistical and econometric methods.

Leadership Development

Course Overview

The current global labour skills gap crisis has turned focus towards human resources. Growing complexity, uncertainty and increasing regulation in the labour market has highlighted the importance of a purpose driven culture and the need for leadership skills, and qualities, at every level of an organisation. This course will equip students with the framework to implement leadership development programs to ensure contemporary and viable leadership within an organisation. Students will be introduced to strategies to train, develop and motivate themselves and others in key leadership skills to better enable an organisation to deliver on its strategic objectives. Through an understanding of the critical leadership qualities required by an organisation, students will have the capability to support a culture of learning, develop effective corporate succession planning, implement coaching for strengthened employee engagement, improve retention strategies and enhance workforce productivity to overcome business challenges.

Strategic Rewards and Performance Management

Course Overview

Strategic rewards are essential for aligning employee compensation and incentives with an organization's long-term goals. This course explores total rewards and performance management from both practical and theoretical perspectives. You will gain an advanced understanding of designing reward systems that enhance employee satisfaction and retention. Additionally, you will learn how to link rewards to performance metrics, motivating employees to focus on key areas that drive organisational success.

Managing People and Organisations

Course Overview

The organisations we work in are rich and complex organisms in which many interactions, relationships and processes are played out daily. The complexity of these interactions often makes them difficult to understand and manage. This course is designed to introduce you to some of the key ideas, issues and debates about management and managing others within an organisation. With a focus on core functions such as sense-making, sense-giving, decision-making, leading, motivating, planning, organising, mentoring, monitoring and influencing, each unit in this course will contribute to bettering your undertaking of managerial roles so that you can become a better manager of yourself, others, teams and organisations.

Managing Yourself and Others

Course Overview

For managers to be successful in an organisational environment, they need to develop an understanding of their own abilities and areas for development. Managers also need to develop an understanding of the approaches they can take when working with others in their team(s), across the organisation and across organisational boundaries. Drawing on insights from the management, leadership, organisational behaviour and human resources fields, this course provides students with an understanding of key principles of self-management and working with others. Working in small groups, students have the chance to develop these skills with others outside the class. This course allows students to put together a personal development plan, which can be used as they commence their business careers.

Organisational Development

Course Overview

In an increasingly competitive, challenging and changing global environment, viable organisational development and design is becoming an essential and critical strategy component. For sustained success, businesses need to continuously align strategy with culture, internal processes and communications. This course will equip you with the skills and expertise to help an organisation enhance and improve the effectiveness and efficiency of its processes, structures, and culture, at all levels. You will be asked to critically evaluate and analyse the relational dependencies and interactions of an organisation's components and to build a planned and longer-term systematic approach in strengthening people and culture, influencing stakeholders, implementing and managing organisation-wide change, increasing productivity and reducing staff turnover.

Sustainability and Human Resources

Course Overview

All organisations are facing pressures to improve their performance of sustainability from various sources including capital markets, government regulations, consumer and - increasingly - their own employees. The HR function has an important role to play in helping organisations effectively embed improved sustainability practices, while - at the same time - the ability of HR to perform its role is impacted by organisation's approach to sustainability. In this course students will be introduced to the sustainability challenges that organisations face and will assess the contribution that the HR function and HR policies and practices can make to addressing these challenges. You will examine examples of how the HR function is engaging with and supporting organisations' initiatives to improve sustainability and will develop strategies for how HR in your organisation can work with different stakeholders to improve environmental outcomes.