GRADUATE CERTIFICATE / MASTER

Human Resource Management

→ Step up as a leader with the ability to drive cultural shifts that will empower people and shape the culture of your workplace. By harnessing a human framework, you will develop critical globally applicable skills to manage legal, ethical and social challenges.

This document contains information on the:

- GC161 Graduate Certificate in Human Resource Management
- MC263 Master of Human Resource Management
- GC221 Graduate Certificate in Diversity, Equity and Inclusion

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Who these programs are for:

Our Human Resource Management program is ideal for:

- **Experienced human resource professionals:** looking to deepen their knowledge and develop the skills to step up in leadership positions
- **Career switchers:** seeking to gain human resource knowledge and move into a human resource role

DURATION:

Program	Courses	Duration (part-time)
Graduate Certificate	4	8 months (intensive)
Master (*via Graduate Certificate pathway*)*	12	2 years
Master (*direct entry*)	16	2 years, 8 months

* If you complete a Graduate Certificate, the four (4) courses completed are credited toward the Masters degree, leaving twelve (12) courses remaining.

HOURS OF STUDY PER WEEK, PER COURSE:

Each course is seven weeks in duration and requires a minimum of 15 – 20 hours of study per week.

ENROLMENT:

Six intakes annually: January, March, May, July, September and October.

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Why study Human Resource Management?

As the workplace rapidly evolves, the role of human resource managers has never been more vital. Today's organisations face complex challenges, from managing diverse global teams to integrating cutting-edge technologies into HR practices. These programs go beyond traditional HR management by equipping you with both foundational skills and innovative strategies to thrive in the changing workforce landscape.

You'll engage in hands-on learning, solving real-world problems, utilizing data analytics for decision-making, and creating strategies that boost organisational performance while enhancing the employee experience. With a focus on ethical leadership, cultural intelligence, and global HR trends, you'll be prepared to lead with impact—driving both productivity and inclusivity in workplaces. As the future of work continues to transform, this course will empower you to shape HR practices with creativity, vision, and confidence.

These programs provide you with globally relevant skills to lead strategic change and navigate the challenges of a dynamic environment. You'll gain a deep understanding of the legal, ethical, and social complexities facing today's organisations and be equipped to design solutions that foster success. By learning to lead cultural shifts and create people-centric strategies, you'll be ready to drive meaningful change and empower teams across the globe.

The global human resource management (HRM) market size was valued at **USD 24.25 billion** in 2023 and is expected to grow at a **compound annual growth rate (CAGR) of 12.7%** from 2023 to 2030

(GRAND VIEW RESEARCH, 2024)

Human Resource Manager jobs are projected to **grow 16.3% over the next 5 years**.

(SEEK, 2024)

Diversity and Inclusion Specialist is the **#8 in-demand job on the rise in 2024**.

(LINKEDIN, 2024)

So, why study Human Resource Management with us?

- **Gain a local and global perspective on HR:** Develop future focused knowledge and skills to make best practice recommendations both in Australia and in a global context.

- **Benefit from flexible study options:** Don't compromise on work or life commitments. Study when and where it suits you with no on-campus commitments.

- **The most efficient way to gain a qualification in your chosen career:** Gain your certification in as little as eight months thanks to our innovative intensive learning structure.

AUSTRALIAN HR INSTITUTE (AHARI)

➙ Both our Graduate Certificate and Master of Human Resource Management are accredited by AHRI. These programs satisfy the standards defined by the AHRI HR Model of Excellence associate competencies and key practice areas for human resource management professionals.

Why study with RMIT Online?

Flexible online learning

The freedom of learning online means you can study, whenever and wherever you want.

Real world skills

Our project-based assessments mean you'll roll up your sleeves and create a project for a real world business scenario, allowing you to see the immediate impact of your learning within your organisation.

Full-time support

Our expert team of support advisors along with academic tutors and course coordinators are the best at what they do and are here to support you every step of the way.

Industry connected

We combine the forces of a leading technology university with high-profile industry partners to ensure that you are job ready — learning practical skills that align with industry best-practice.
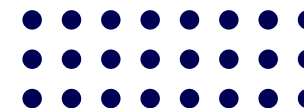
Propel your career

Online postgraduate programs receive the same qualification as on-campus — without putting your life on hold.

Future-focused

With up to the minute content, RMIT Online courses are shaped by future of work needs, ensuring that you acquire the latest industry relevant skills for today's in-demand jobs.

RMIT Online

The online learning experience:

Never feel like you're studying alone with our online learning student support, here to help you every step of the way. Troubleshoot any problems easily, from enrolment till your day of graduation. With a fully online learning experience, flexibly study around your work or life commitments with our personalised student experience tools, designed to keep you on track and set up for success.

Online facilitator

You'll study in a small cohort of around 35 students under the expert guidance of an Online Facilitator who has industry experience and academic qualifications in your field of study. This gives you opportunities to ask questions, get feedback, engage with peers, and connect to how things work in industry.

Student support

Our Student success team will be there to help you from the moment you join us, through onboarding webinars, phone calls, online resources, study coaching, and more. Rest assured that you'll get the support you need, when you need it.

Onboarding for success

You'll get access to an onboarding module that prepares you for online study journey. This onboarding module will have helpful study tips, academic skills, insights, and information about key tools and services available to you. By completing this module, you'll be set up for success in your studies.

Personal learning profile

All our students are encouraged to engage with our personal learning profile tool, which has been informed by the latest educational research. Understanding your personal learning profile will give you insights into your strengths and opportunities you have on your learning journey.

Active learning

Each course is designed using our best practice learning design approaches for active learning. Active learning, such as games, case studies, scenarios, and interactive content, benefits your study because you apply new knowledge, practice new skills, and are better prepared for your assessments. Students in active learning courses are shown to be more successful.

Inclusion, Diversity, Equity and Access Framework

There are several key projects underway to support this framework that you can find here: https://www.rmit.edu.au/about/our-values/diversity-and-inclusion/partnerships-networks-memberships Our community partnerships and institutional memberships also provide opportunities for staff and students to participate in training, events and initiatives to make RMIT a better place to be. We have been recognised in the community for our progress.

Progress insights

Each course provides you with a visual indicator to show your progress through the course. Seeing your progress helps you plan, manage, and navigate your study time and learning activities for your own study success.

Career Services

Enjoy invitations to our masterclasses and on the couches, as well as mentorship program career workshops and 1-1 career advice.

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Entrance requirements

Masters programs

12 course masters:

- An Australian bachelor degree or equivalent, or higher level qualification in a business or related discipline from a recognised tertiary institution* or
- An Australian bachelors degree (or equivalent), or higher-level qualification, from a recognised tertiary institution in any discipline plus a minimum of two years relevant work experience or
- The RMIT Graduate Certificate in Human Resource Management**.

16 course masters:

- An Australian bachelor degree or equivalent in any discipline from a recognised tertiary institution.

We offer Recognition of Prior Learning, or the recognition of previous study or learning. This which means you can apply for credit and reduce the number of courses you need to complete.

Your application will be decided on a case-by-case basis. RMIT aims to grant as much credit as possible at the time of offer, so it's important to provide as much evidence of prior study or work experience as possible with your application. Speak to our Enrolment Advisors to find out more.

If you do not meet the entry requirements for the 12 course masters, you may have the opportunity to enrol in a 16 course masters.

If your qualification was completed more than 10 years ago you will need to provide evidence of ongoing professional work and/or professional development in the same discipline as the program for which you are seeking entry.

***Upon successful completion of the graduate certificate, you will have the opportunity to progress to the masters degree.*

Graduate Certificate programs

Diversity, Equity and Inclusion

- An Australian Bachelor degree (or equivalent), or higher-level qualification in Business or a related field from a recognised tertiary institution; or
- No prior academic qualifications; with a minimum of five years full time equivalent work experience in business of a related field. Applicants will be required to submit a CV.

Human Resource Management

- An Australian bachelor degree or equivalent, or higher level qualification, in any discipline from a recognised tertiary institution; or
- If you do not meet the above entry requirement for the Graduate Certificate, you may be considered if you have five years of work experience.

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Articulation and Pathways

Masters of Human Resource Management:

1. Students admitted with the equivalent of an Australian Bachelor degree or higher level qualification in business (or a related discipline) will be exempted from completing four (4) Business and Law Option courses (48 credit points), and will be required to complete an additional twelve (12) courses (144 credit points) in order to qualify for the degree.

2. Students who successfully complete the RMIT Graduate Certificate in Human Resource Management will be exempted from completing the four (4) discipline courses completed in the Graduate Certificate in Human Resource Management and will be required to complete an additional twelve (12) courses (144 credit points) in order to qualify for the degree

   Please refer to the 'Masters Advanced Standing' Credit Procedure for additional information regarding the recency of previous qualifications.

Graduate Certificate in Human Resource Management:

1. Students who successfully complete the RMIT Graduate Certificate in Human Resource Management will articulate into the Master of Human Resource Management and will be exempted from completing the four (4) discipline courses completed in the Graduate Certificate in Human Resource Management, and will be required to complete an additional twelve (12) courses (144 credit points) in order to qualify for the degree.

GC161 Graduate Certificate in Human Resource Management is also an exit award for the Master of Human Resource Management. It is available to students upon successful completion of the four (4) courses (48 credit points) specified in the program structure. Credit outside of the above arrangements will be assessed consistently with the RMIT University credit policy and procedures. If you wish to apply for a credit transfer/RPL, please refer to 'Apply for credit'.

Graduate Certificate in Diversity, Equity and Inclusion:

Upon successful completion of the Graduate Certificate in Diversity, Equity and Inclusion you may be eligible for up to 48 credit points of exception towards Master of Human Resource Management.

Credits and exemptions will be assessed consistent with the principles of the RMIT University Credit Policy.

Advanced standing and credit

Applicants who have completed studies or have partially completed a similar program at another institution (with entry criteria similar to this program) may be accepted with some credits or exemptions being granted towards this program, subject to RMIT admission and credit policy and processes.

English language requirements:

You must meet the University's minimum English language requirements to be eligible for a place in this program:

- If you are a local student, refer to the English requirements for postgraduate coursework programs.
- If you are an international student, refer to the English requirements and equivalency information. The program requires a minimum overall score of 6.5 with no band less than 6.0 in IELTS (academics)

Australian student visas:

RMIT Online's Graduate Certificate in Human Resource Management; Graduate Certificate in Diversity, Equity and Inclusion does not meet Australian Student Visa requirements. For an Australian student visa, you must have an on-campus place in a program of study.

For more details on RMIT's on-campus programs visit rmit.edu.au

Credit pathways:

Credit and exemptions will be assessed consistent with the principles of the RMIT University Credit Policy.

Applicants who have completed or partially completed a similar program at another institution (with entry criteria similar to this program) may be granted some credits or exemptions towards this program.

Our Graduate Certificate in Human Resource Management; Graduate Certificate in Diversity, Equity and Inclusion encompasses courses that make up our Master of Human Resource Management, so should you need to exit the program early, you can still earn a postgraduate qualification.

Graduate Certificates are also a pathway to a Master's degree for some students.

Fee summary:

2026 indicative fees

In 2026, the annual student contribution amount (tuition fee) you will pay for the standard year of full-time study is:

- Master of Human Resource Management (12 Courses): 2026 tuition fees are $4,440 per course, totalling $53,280^ for 12 courses
- Master of Human Resource Management (16 Courses): 2026 tuition fees are $4,440 per course, totalling $71,040^ for 16 courses
- Graduate Certificate in Human Resource Management: 2026 tuition fees are $4,440 per course, totalling $17,760^ for 4 courses
- Graduate Certificate in Diversity, Equity and Inclusion: 2026 tuition fees are $4,440 per course, totalling $17,760^ for 4 courses

^ *Plus a capped Student Services and Amenities Fee (SSAF) based on your credit point enrolment load.*

Additional expenses:
- Student services and amenities fee (SSAF): AU$373 maximum fee for 2026
- Other items related to your program, including field trips, textbooks and equipment.

Annual fee adjustment:

Amounts quoted are indicative fees per annum, and are based on a standard year of full time study (96 credit points). A proportionate fee applies for more or less than the full-time study load. Fees are adjusted on an annual basis and these fees should only be used as a guide.

You may be eligible to apply to defer payment of your SSAF through the SA-HELP loan scheme.

Paying your fees and applying for refunds:
For information on how to pay your fees to apply for a refund, please see paying your fees and applying for refunds.

Fee assistance

SA-HELP Loans

You may be eligible to apply to defer payment of the Student services and amenities fee (SSAF) through the SA-HELP loan scheme. If you use SA-HELP, the amount will be added to your accumulated HELP debt.

FEE-HELP Loans:

Some students may be eligible to apply to defer payment of some or all of their tuition fees via the Commonwealth Government's FEE-HELP loan scheme.

Visit our HELP loans page for lots of useful information about eligibility, how to apply and payment. You can apply for FEE-HELP once you have enrolled in a program. HELP loans are not available to international students.

How does a HELP loan work?

If your FEE-HELP and/or SA-HELP loan application is successful, the Australian Government will pay RMIT, on your behalf, up to 100% of your fees. This amount will become part of your accumulated HELP debt.

You only start repaying your accumulated HELP debt to the Australian Government once you earn above the minimum income threshold for repayment, which is set each year by the Australian Government (this also applies if you are still studying).

The Australian Taxation Office (ATO) will calculate your compulsory repayment for the year and include this on your income tax notice. For more information about loan repayment options see Commonwealth assistance (HELP loans) or Study Assist.

Additional expenses

In addition to tuition fees, you will be charged an annual student services and amenities fee (SSAF), which is used to maintain and enhance services and amenities that improve your experience as an RMIT student. The SSAF is calculated based on your enrolment load and the maximum fee for 2026 is $373.

For more information about calculating your actual SSAF see Paying SSAF. You may also be required to purchase other items related to your program, including field trips, textbooks and equipment. These additional fees and expenses vary from program to program.

^ *Fees typically increase each year and may change without notice. Total fees are estimates only, and should only be used as a guide.*

RMIT Online

Choosing the right program for you:

	Graduate Certificate in Human Resource Management	Master of Human Resource Management	Graduate Certificate in Diversity, Equity and Inclusion
Objective	Deepen your knowledge of HRM foundations, developing the skills to evaluate the effectiveness of frameworks and identify the implications emerging in a shifting environment.	Master HRM strategies and practices, gaining the necessary skills to tackle legal, ethical, social, economic and environmental challenges facing modern workplaces.	Develop your ability to assess team dynamics, resolve conflicts, manage diversity, and apply HR strategies to drive organisational success in global environments.
Who this course is for	• Experienced HR professionals: looking to deepen their knowledge and develop the skills to step up in leadership positions • Career switchers: seeking to gain human resource knowledge and move into a HR role	• Experienced HR professionals: looking to deepen their knowledge and develop the skills to step up in leadership positions • Career switchers: seeking to gain human resource knowledge and move into a HRM role	• Human resource professionals: looking to specialise in DEI roles • Career switchers: looking to move into HR roles at an advisor/coordinator role level
What you'll learn	• Evaluate and apply the concepts, principles, theories, methods and contemporary practices within the field of HRM • Identify and analyse problems in the field of HRM and be able to provide innovative solutions • Demonstrate a reflective and critical awareness of the legal, ethical, social, economic and environmental implications of HRM operations, processes and decisions • Communicate clearly and persuasively to negotiate, consult, and engage with clients, employees and their stakeholders • Apply and integrate professional theory with practice in authentic Work Integrated Learning (WIL) contexts	• Critically analyse and resolve contemporary and evolving HR issues, accounting for regulatory, ethical, social, economic, political and environmental constructs in technology driven national and global business contexts • Apply cultural and diversity awareness in a broad range of environments to foster inclusion and acceptance internally and externally to the organisation • Communicate, written and verbally, to a broad range of audiences HRM concepts, strategies, solutions and justify their application in a national and global business context • Lead, influence and demonstrate self-awareness in formal and informal teams; and actively participate in teams as a team member to achieve organisational objectives • Propose, plan and execute research projects to design innovative strategies and/or technology-based solutions to challenge evolving management HRM related issues	• Critically review and analyse organisational contexts and behaviours that reflect attitudes regarding diversity, equity and inclusion, drawing on theory and contemporary practice in local and international settings • Analyse professional standards, legislation and policies which influence management of employees in the workforce • Design and propose initiatives to support diversity, equity and inclusion in local and global contexts • Advocate for improved organisational practices supporting diversity, equity and inclusion across cultures, through recommendations, proposals and presentations

RMIT Online

Glossary of terms

Here's a list of key terms that you'll encounter throughout the upcoming program overview and detailed course overview sections of this brochure. We recommend you understand these terms, and may need refer back to this glossary where required.

Award: A qualification that will be conferred on a student upon successful completion of an award program.

Graduate Certificate: A Graduate Certificate provides a solid grounding in an area. It includes introductory to intermediate-level content across 8 months intensive part time. Graduate Certificates are considered post-graduate qualifications, and in Australia are considered Level 8 under the Australian Qualifications Framework.

Census: This is your key enrolment and HELP loan application deadline. It's important, because if you miss the census date you might have to pay for study that you don't want or need to do.

Course: A unit of study with specified learning outcomes that may be a component of a program. A course is generally 12 credit points.

Course coordinator: Your course coordinator ensures your course is run to the highest standard. They are the academic experts who wrote and developed most of the course content. They are here to assist and oversee how the course runs including but not limited to assessment moderation and grades release, publishing results, and reviewing extension requests for approval.

Credit points: A measure of study load that will be represented by a numerical value that must be assigned to a course.

Experiential learning: Experiential learning refers to the process of learning through experience, and more narrowly defined as learning through reflection on doing. This course will focus on practically applying the skills you've gained into various tasks and projects. You'll work on a virtual industry project and demonstrate industry-ready skills upon completion of the program.

Major: A series of eight or more courses in an area of specialisation within a bachelor degree program.

Minor: A series of four courses in the same subject or area of specialisation.

Program: A curriculum of study that will provide a structured approach for you to achieve defined learning outcomes and may lead to one or more awards and must have at least one program offering. At RMIT Online, a program is made up of multiple courses.

SSAF: A Student Services and Amenities fee based on your enrolment load, which is used to maintain and enhance services and amenities that improve your experience as an RMIT Online student.

Student success advisor: provides personalised non-academic study support and will equip you with study tips and online resources. They also offer advice and referral to the relevant RMIT services, ensuring you receive responses and outcomes in a timely manner. They will be your #1 RMIT supporter throughout your studies.

Tutor/online facilitator: A facilitator for your learning in the online environment. This could be through driving your engagement and conversation through discussions, hosting weekly webinars, and providing you with feedback and feed forward on your assessments so that you can adequately prepare for the next assignment.

Onboarding webinar: A live video session hosted by the Student Success team before your first study term begins. The purpose of this webinar is to outline key information you need to be aware of, support services available through RMIT, and study tips that will enable success in your program.

Webinar: A live online video session hosted by your Online Facilitator where they will share their industry experiences, guide you through the course material, and prepare you for upcoming assessments. Your Online Facilitator will inform you of webinar dates and times, and recordings will be available after each live session if you're unable to make it.

On the Couch: Sessions that engage industry experts in discussions on key topics.

Masterclass: Events that focus on real world applications from industry experts that align directly to their desired career goals.

For other definitions of key academic dates, please see our FAQs, under *'What do each of my key dates for my program mean?'*

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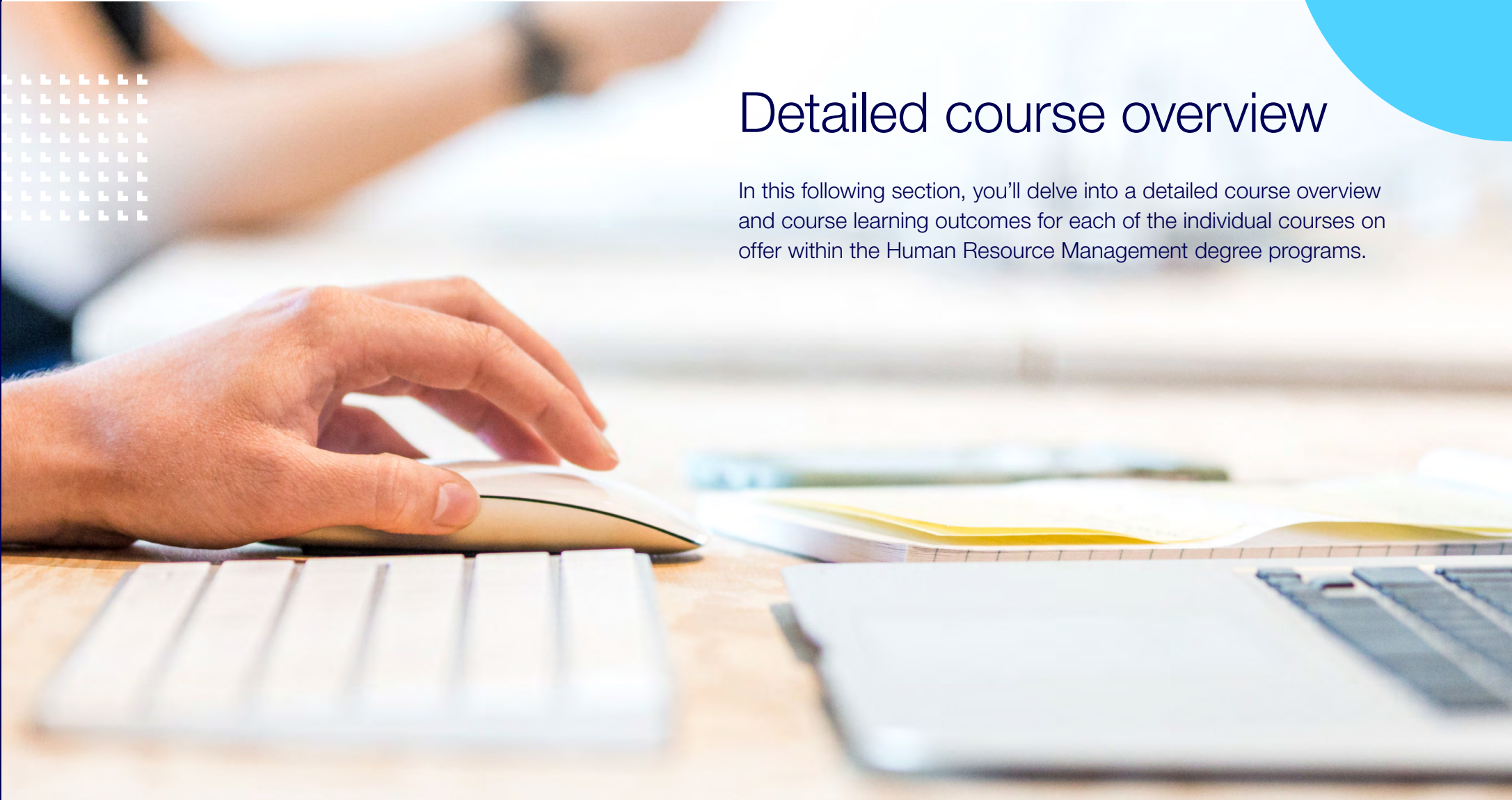
Detailed course overview

In this following section, you'll delve into a detailed course overview and course learning outcomes for each of the individual courses on offer within the Human Resource Management degree programs.

RMIT Online

Program overviews

This program uses authentic problems from the modern world of work, linking theory and practice. You will deepen your knowledge on of legal, ethical, social, economic and environmental challenges, and develop the skills to effectively manage solutions.
The program provides a holistic understanding of the strategies and practices of HRM being used in contemporary organisations.

Subjects in this degree: (Master of Human Resource Management)

	Course Title	Course Points	Course Code
Year 1	Key Concepts in Human Resource Management	12	BUSM4499
	Professional Human Resource Management Practices	12	BUSM4504
	People and Organisations	12	BUSM3249
	Employment Law	12	BUSM4506

	Course Title	Course Points	Course Code
Complete the following four (4) courses:	Strategic Human Resource Development	12	BUSM4505
	Foundations of People Analytics	12	BUSM2639
	Global Human Resource Management	12	BUSM4497
	Issues in Diversity	12	BUSM4500

	Course Title	Course Points	Course Code
Year 2	Business Research Design	12	BUSM4448
	Predictive Human Resource Analytics	12	BUSM2692
	Contemporary Issues in Strategic Human Resource Management	12	BUSM4495

	Course Title	Course Points	Course Code
Select and complete four (4) Business and Law Options from this list:	Business Analytics	12	ISYS3375
	Leadership and Management	12	BUSM1530
	Digital Entrepreneurship	12	BUSM4745
	Design Thinking for Business	12	BUSM4534
	Visualising and Communicating Insights in Business	12	ISYS3436
Select and complete one (1) course from:	Any RMIT University Postgrad Elective. See list of eligible options here		

RMIT Online

Subjects in this degree:
Graduate Certificate in Human Resource Management

Complete the following four (4) courses:

Course Title	Course Points	Course Code
Key Concepts in Human Resource Management	12	BUSM4499
Professional Human Resource Management Practices	12	BUSM4504
People and Organisations	12	BUSM3249
Employment Law	12	BUSM4506

Subjects in this degree:
Graduate Certificate in Diversity, Equity and Inclusion

Complete the following four (4) courses:

Course Title	Course Points	Course Code
People and Organisations	12	BUSM3249
Professional Human Resource Management Practices	12	BUSM4504
Global Human Resource Management	12	BUSM4497
Issues in Diversity	12	BUSM4500

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The following pages outline each subject across both the Graduate Certificate and Graduate Diploma degrees.

● Master of Human Resource Management

◖ Graduate Certificate in Human Resource Management

◖ Graduate Certificate in Diversity, Equity and Inclusion

Key Concepts in Human Resource Management (BUSM4499)

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Course overview

This course will provide you with the knowledge and skills to articulate the importance of human resource management (HRM) within organisations and the supervision of people. The role of HRM and its contribution to organisational success is presented with a focus on contemporary and future issues. The interchange between knowledge regarding HRM theory and practice experienced will provide a basis for you to contribute confidently in workplaces. A variety of authentic case studies are used to stimulate discussion in the HRM context. The development of your knowledge, judgement, and research skills will enable you to apply enhanced technical, interpersonal/soft skills, including ethical practices required by HRM professionals. The enhancement of your capabilities as a reflective HRM practitioner are key components of this course.

Learning outcomes

- Demonstrate and apply knowledge and skills to articulate the importance of human resource management (HRM) practices within organisations.
- Critically analyse issues using key concepts based on HRM theories to formulate appropriate strategies that can be successfully applied in workplace contexts.
- Investigate, analyse and synthesise the effect of HRM practices on ethical, social, economic, political, technological and environmental factors that impact on organisations and the labour market.
- Critically analyse the complexity of applying HRM theories and approaches to make professional decision regarding the management of employees in domestic and global workplaces.
- Analyse, develop, implement and evaluate innovative and creative solutions relevant to business practices with a vision of HRM requirements now and in the future.

Professional Human Resource Management Practices (BUSM4504)

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Course overview

This course introduces you to Human Resource Management (HRM) practices from both the employee and employer perspectives. You will learn what a good HR practitioner has in their 'professional toolkit' in relation to their capabilities and skills, and how a professional develops over time. You will apply and evaluate a selected group of skills to contribute to your development as a reflective practitioner.

We will explore some of the behaviours and skills frameworks around the world that describe expert practitioners as possessing, for example; being curious, culturally aware, ethical, collaborative, decisive-thinker, results-focused and a role model; and having the ability to communicate and influence; the courage to question and challenge, and maintain personal credibility. You will develop the ability to evaluate key HRM skills and competencies that you might require of yourself in a given setting and what you would require of organisational members, informed by international standards and practices. You will learn by experiential, activity-based learning using scenarios, role-plays and simulations. This approach is designed to enhance your ability to learn and operate in an independent and self-directed manner, better preparing you for rapidly changing organisational environments.

Learning outcomes

- Compare international HR professional standards, and assess their application to an organisation drawing in theoretical constructs.
- Analyse and interpret the external and internal context in which HR professionals operate, and the impact on practice.
- Demonstrate expertise in tools, tactics and strategies that can be applied to achieve the resolution of conflict.
- Reflect and critique your developing professional practice.

People and Organisations
(BUSM3249)

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Course overview

In this course you will explore human behaviour in the work context by considering the interaction between individuals and teams, within and toward organisations. You will develop your abilities to evaluate individuals' diversity, attitudes, emotions, motivations and stress; and issues of communication, power, conflict management and negotiation within teams.

The study of individuals and teams provide insights into the complex issues of organisational structure, culture and change. This multi-level exploration will develop your ability to apply evidence-based research and theory to contemporary issues of behaviour within organisations to inform human resource management and organisational performance.

Learning outcomes

- Analyse the literature on organisational behaviour.
- Demonstrate interpersonal skills and persuasive communication.
- Critically evaluate organisational behaviour problems drawing on theory and research.
- Design evidence-based solutions to organisational behaviour problems with consideration of ethical ramification of action.

Employment Law
(BUSM4506)

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Course overview

This course explains key aspects of Australian employment law, including the analysis of common law principles applying the employer-employee relationship, as well as the statutory provisions governing employment.

Learning outcomes

- Evaluate the history and evolution of employment law in Australia.
- Analyse key aspects of relevant employment law legislation and case law.
- Critically assess and apply key legal rules to address a range of employment law issues.
- Apply an advanced and integrated knowledge of legislation and common law to current legal issues.
- Critically analyse and synthesise relevant legislation and common law to address complex and emerging legal issues in a range of contexts.

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Strategic Human Resource Development (BUSM4505)

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Course overview

This course will develop your knowledge and skills to recommend appropriate HRD interventions and evaluate outcomes to determine strategies for organisations. You will examine contemporary HRD developments and expand the theoretical concepts and principles upon which HRD is based. The theory covered enables the understanding of HRD process and its applications in authentic circumstances. The key elements of HRD will be explored in the context of learning and development, career progression, and organisational success.

Learning outcomes

- Critically evaluate literature on contemporary and emerging HRD issues, challenges, and solutions
- Analyse contemporary operational HRD issues in workplace contexts
- Apply HRD concepts and principles to strategic human resource development in authentic workplace contexts
- Design HRD interventions and evaluate the effectiveness of HRD interventions
- Create a HRD program and evaluate strategic changes as they apply to workplace practices and career development opportunities.

Foundations of People Analytics (BUSM2639)

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Course overview

The use of predictive statistics and machine learning is transforming how we manage people in organisations. In this course you will analyse the context, opportunities, risks, and ethical challenges that this transformation presents. You will learn how different analytic strategies, qualitative and more frequently quantitative, can inform decision making in relation to various dimensions of people management, for example, recruitment, retention, performance, voice and equity. You will be able to explain the value of people analytics in delivering mutual gains for employees, organisations, and their stakeholders.

Learning outcomes

- Evaluate the contribution that people analytics can make, using real-world examples, to improving experience, performance and outcomes for people and organisations
- Explore and evaluate different sources of information about people, and the information systems in which they are kept
- Examine the importance of good quality data and effective data governance to robust analytics
- Evaluate how different analytical strategies can be used to inform decision-making about managing people in organisations
- Recommend ethical and effective approaches to conducting people analytics.

● **RMIT** Online

Global Human Resource Management (BUSM4497)

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Course overview

The global economy affects the way we manage our human resources. HR professionals must be able to recognise the impact of political, economic and cultural forces on HR practices. This course offers practical perspectives on the management of human resources in an international context. It examines the global human resource challenges, including issues such as international strategic HRM, cross-cultural HRM issues, HRM practice in multi-national enterprises (MNEs), and managing diversity in different countries/regions and between different cultures. This course also examines the various external business and cultural influences and environments in the Asia Pacific region to demonstrate the differing human resources policies and practices. HR policies, practices and philosophies in various countries will be discussed within a theoretical framework of international HRM.

Learning outcomes

- Apply conceptual frameworks for assessing human resources management (HRM) systems in different cultural/national settings.
- Contribute to decisions on the operation of HR practices in multi-national enterprises.
- Analyse the influence of international forces on the HRM discipline.
- Assess contemporary issues and future trends in HRM in the context of the impact on "best" HR practices.
- Assess the viability of transferring HRM practices across countries.

Issues in Diversity (BUSM4500)

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Course overview

In this course theoretical frameworks pertaining to diversity are analysed to identify strategies to support organisational success. These include various forms of rewards, challenges, effective policies and practices associated with leading and managing diverse workforces. Diversity issues included in the course are culture, ethnicity, gender, sexual orientation, ability/disability, appearance, age, politics, religion, and social class.

Studying this course will show that the inclusion of employees from diverse backgrounds enhances the performance of employees, and improves organisational culture and productivity. The benefits of diversity are realised with effective management and leadership combined with the implementation of ethical human resource policies and practices.

Learning outcomes

- Critically evaluate values and behaviour that influence our own and others' assumptions, attitudes and stereotypes regarding diversity and inclusivity.
- Research the challenges and benefits of recruiting, supporting and developing staff from diverse backgrounds.
- Analyse the benefits of ethical workplaces leadership and management in the context of diversity in the workplace.
- Apply theoretical concepts and tools to ethically engage a diverse workforce within a range of employment situations and organisations.
- Evaluate diversity and inclusion policies, that are ethical, legislated, and adhere to best practice employee performance and organisational success.
- Evaluate how different analytical strategies can be used to inform decision-making about managing people in organisations.
- Recommend ethical and effective approaches to conducting people analytics.

Business Research Design (BUSM4448)

●

Course overview

The Business Research Design course is designed to provide you with the necessary knowledge and skills to design and conduct research studies in a business setting. This course covers the research process from problem identification, literature review, and hypothesis formulation to data collection, analysis, and interpretation. The course will focus on quantitative research methods, but also includes an overview of qualitative research methods.

The course is divided into two parts: theory and practice. In the theoretical part, you will learn the foundations of research design, including research methods, sampling techniques, and measurement, while also incorporating Indigenous perspectives, SDGs, and ESG principles. In the practical part, you will apply their knowledge to a real-world research project that considers these perspectives and principles, where they will design, conduct, and present their research findings.

Learning outcomes

- Critically evaluate a broad range of research literature and synthesise options for innovative business research design.
- Develop innovative solutions to business problems for sustainable social, environmental, and economic impact.
- Communicate research designs to professional target audiences and make reasoned judgments to inform transformative and sustainable business practices.
- Critically analyse current workplace issues, theories and practice, including future of work and technology.
- Evaluate different perspectives in business research design. In the Australian offerings, this includes opportunities and challenges that facilitate Aboriginal & Torres Strait Islander People knowledge

Predictive Human Resource Analytics (BUSM2692)

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Course overview

The use of Predictive Human Resource Analytics contributes to the development of predictive models based on the analysis of HR data that may help organisations to forecast and understand future employee outcomes. In this course, you will learn how to apply a systematic methodology to identify trends and interrogate patterns to help understand predictors to make better strategic decisions about workforce challenges.

You will develop analytics competencies to utilise predictive HR analytics to assist organisations in anticipating challenges. For example, by identifying predictors of high performance and staff retention, managers may focus their attention on effective HR strategies to address workforce challenges. You will critically evaluate existing HR people-related data to analyse complex problems, apply a systematic methodology, apply ethical reasoning and generate effective solutions to address workforce challenges in domestic and global contexts.

Learning outcomes

- Evaluate the contributions, risks and opportunities of predictive HR analytics drawn from actual work situations to specialist and non-specialist audiences in local, national and global contexts.
- Demonstrate and apply ethical reasoning, cultural and diversity awareness based on ethical frameworks, principles and effective approaches to make informed decisions in workplace contexts.
- Analyse and interpret trends and patterns by applying knowledge of research methods to understand and predict employee challenges that impact national and global business.
- Apply critical thinking skills to recommend solutions to identified problems that are relevant to HR people-related data to reflect critically on theory and professional practice.
- Examine and apply appropriate analytical strategies to make evidence-based predictions and address future workforce challenges. decision making and project management.

Contemporary Issues in Strategic Human Resource Management
(BUSM4495)

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Course overview

Contemporary Issues in Strategic Human Resource Management (CISHRM) focuses on the rewarding employment of people and subsequent organisational success. As a capstone course, this course reviews and applies theoretical and practical perspectives relevant to organisational achievement. The analytical and practical tools to apply various approaches to the conception, planning, implementation and evaluation of strategic policy and practices in the key functional areas of HRM are key learning outcomes within this course. To achieve these aims, the topics include the changing nature of the workplace, the impact of technology, global influences, high performance work systems, cultural transformation, workforce planning and talent management, performance management, leadership and management competencies, ethics and the importance of employee voice.

Learning outcomes

- Analyse the context of strategic HR management theories and principles for implementation in organisations.
- Evaluate the relationship between human resource management strategies and their impact on business planning processes and organisational success.
- Apply strategic human resource principles and models to assess people management problems and suggest possible solutions.
- Research and identify emerging HR strategies that contribute to organisational objectives.

Business Analytics
(ISYS3375)

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Course overview

This course introduces you to the concepts, fundamentals and tools of Business Analytics. You will critically examine how data can be used to drive decision-making through statistical and quantitative analysis, explanatory and predictive modelling and fact-based management. You will also develop, evaluate and analyse core analytic techniques and skills that are frequently applied in business. No matter what your business focus, you and/or your business will be a future user of analytics.

Learning outcomes

- Evaluate the key concepts of business analytics and assess the results generated to deliver positive outcomes.
- Argue the relationship of the business analytics process within the organisation's decision-making process.
- Access relevant business data and pre-analyse the data to the exact specifications and variables.
- Examine and apply appropriate business analytic techniques and methods, to inform responsive, evidence-based decision-making to improve performance.

● **RMIT** Online

● Master of Human Resource Management

◗ Graduate Certificate in Human Resource Management

◗ Graduate Certificate in Diversity, Equity and Inclusion

Leadership and Management (BUSM1530)

●

Course overview

This course aims to develop understandings and skills adequate to the complexities of being a managerial leader. The course covers leadership and management from early theories to contemporary perspectives. The course provides you with a conceptually rich framework for designing managerial leadership effectiveness within organisational contexts. The course aims to enable you to think creatively about the capabilities required of professional managerial leaders, with an emphasis on self-development related to becoming workplace ready.

Learning outcomes

- Recognise the appropriateness of different types of leadership styles in a range of organisational settings.
- Accurately assess your personal strengths and areas of challenge and effectively self-manage these towards improved practice.
- Explain how effective managerial leaders are able to diagnose and ethically improve the key areas of organisational functioning.
- Motivate and influence others in ways that contribute to sustainable organisational performance.

Digital Entrepreneurship (BUSM4745)

●

Course overview

This course is intended to encourage you to reflect and apply the managerial capabilities required in the face of the digital revolution. The course focuses on the adoption of an entrepreneurial mindset to understand and apply digital entrepreneurship management within existing organisations, and the start-up of new digital ventures.

You will develop your understanding of how digital entrepreneurship contributes to the digital economy, the trends and issues affecting digital entrepreneurship including digital technologies and digital innovation, facilitators and barriers to digital entrepreneurship and intrapreneurship and the differing requirements for success in various countries and regions. You will develop your understanding of what is required to succeed as a digital entrepreneur in both existing businesses and innovative new start-ups, and how to manage and lead these organisations in an ethical and sustainable manner.

Learning outcomes

- Evaluate the economic and technological factors that are at the heart of the digital revolution occurring in the global economy.
- Apply contemporary business knowledge to manage the implementation of digital entrepreneurship in existing and start-up organisations.
- Research and critique digital entrepreneurship and digital technology management strategies and practices.
- Critically reflect on and apply best practice and learning from examples and case studies to assess and evaluate digital entrepreneurship practices.
- Justify business decisions regarding new digital business ventures which are ethical and sustainable.

RMIT Online

Design Thinking for Business (BUSM4534)

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Course overview

This is a foundation course within the MBA program. In this course you will be introduced to design thinking and you will be asked to apply design thinking as entry level managers to authentic business scenarios. We operationalise the concept of design thinking and examine how the tools of business design can be employed across the disciplines and functions covered in this program.

Learning outcomes

- Examine and discuss design thinking, exploring its manifestations and implications within organisational contexts.
- Differentiate between contemporary methods, emphasising their role in fostering teamwork to identify opportunities and solve problems collaboratively and creatively.
- Create and communicate end-user-driven solutions to business problems or opportunities, employing design thinking principles and encouraging diversity and team creativity throughout the process.
- Demonstrate creative, critical and ethical thinking by collaboratively developing and recommending solutions to business problems and opportunities that benefit relevant stakeholders.
- Evaluate potential outcomes of design thinking in view of better creative problem solving, decision making, implementation and sustainability of solutions.

Visualising and Communicating Insights in Business (ISYS3436)

●

Course overview

Data visualisation and its communication are increasingly important in business analytics. The design of effective visualisations that communicate business insights extracted from data can support stakeholders for data-driven business decision-making. Understanding and evaluating different types of data is critical in determining the appropriate types of techniques for creating visualisation. You will learn how to select, design and develop suitable and effective visualisations for different varieties of data and craft your visualisation narratives to help effectively communicate with the stakeholders.

Learning outcomes

- Apply concepts, best practices and ethical guidelines related to data visualisation and storytelling.
- Critically analyse and evaluate different data visualisations and storytelling techniques that meet the needs and requirements of target audience.
- Design and create impactful visualisations with a range of techniques.
- Justify the selection of the appropriate visualisation techniques for different varieties of data.
- Craft and communicate evidence-based narratives for target audience with appropriate visualisation storytelling techniques.

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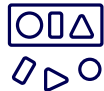
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Dr David Fan
Professor of Management, RMIT

Dr David Fan is a Professor of Management in the School of Management at RMIT University, Melbourne, Australia. His research interests are: international human resource management, international strategic management, the technology-human interactions, and topics related to multinationals from emerging economies.

Professor Timothy Bartram
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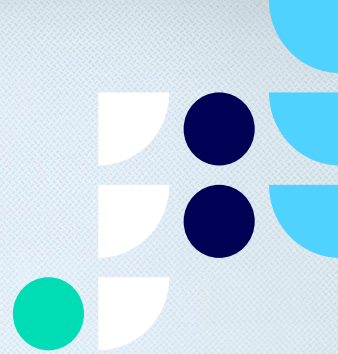
Student success team
RMIT Online

Our student success team are here to help you with 1:1 coaching, tips on how to successfully study online, and any questions or concerns you may have.

How to get started:

Enrolment in our graduate programs is easy.
Get in touch with one of our Student Enrolment
Advisors today and we can get the wheels moving.

STEP 1 ## Chat to a Student Enrolment Advisor

Our Student Enrolment Advisor have all the information you will need to choose the best courses for you. They can even coach you through the enrolment process over the phone.

You can call our Student Enrolment Advisor during business hours on 1300 145 032. They'll be able to help with any questions regarding the application process, RMIT course fees, and how online study works.

STEP 2 ## Send us your documents

All you have to do is fill out and submit the relevant course application forms. Your RMIT Course Consultant can guide you through this process. It doesn't take more than a few minutes.

STEP 3 ## Wait to hear from us!

If there are any extra steps necessary, your Student Enrolment Advisor will let you know. Once you're enrolled, you'll also be able to access your course details via our Student Portal. For more information, visit online.rmit.edu.au

*Further Information: Every effort has been made to ensure the information contained in this publication is accurate and current at the date of publishing. For the most up-to-date information, please refer to the RMIT Online website before lodging your application.

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