

Video Transcript: Professor Pauline Stanton, MHRM Program

Hello and welcome, I'm Pauline Stanton. I'm Professor of Management and Head of School of Management here at RMIT University.

HRM is all about managing people, which I believe is a fascinating area. In my career, I have worked in education, in healthcare, in trade unions, and I have researched and consulted in and with many organisations, in many different industries.

WHAT MAKES HR MANAGEMENT SO EXCITING?

My own research is largely based around employee participation and performance appraisal in particular, and high-performance work systems in general.

I'm really interested in how organisations and managers involve employees in decision making to achieve both their own personal career goals, but also achieve greater organisational effectiveness. Studying in the HRM field helps you do this.

WHAT SKILLS WILL STUDENTS GAIN?

You gain knowledge and insight into not only what is meant by HRM practices and how they work, but the underlying theories behind them. You start to understand why one approach might work better with one group of people than another, and why organisations often don't treat all employees the same.

You'll explore people management from a global perspective and appreciate how culture, history, and different political and institutional environments impact on the way we manage employees and their expectations of how they will be managed.

And the world is changing rapidly; the digital environment is heading to new organisational forms and the need to be flexible, agile and creative – so what does this mean for the HRM function? How does HRM keep up with the needs of the business? How do HRM practices cope with complexity and change? What are the emerging skills for the 21st century, and how do we recognise and nurture them?

These are some of the questions that you will explore as you journey through this program. You will learn about theory, but you will be encouraged to apply this theory to practical case studies based on real-world situations. You will develop important skills, such as problem solving and analysis. You will be encouraged to think globally and to reflect on your own progress and learning.