



# Human Resource Management

It's about people

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Melanie Warhurst BCom, DipGrad  
Human Resource Administrator  
Assurity Consulting

People are the life-blood of every organisation – without people organisations cannot function. Human Resource Management (HRM) gives you the skills, knowledge and practice to motivate employees to excel.

HRM teaches you the underlying principles of managing people in organisations, from how to ensure the right talent is in the right place at the right time, to dealing with poor performance and conflict. Not only does an HRM major provide you with practical tools, it also explores the strategic role of HRM in the organisation and how HRM practice can support and influence the strategic direction of an organisation.

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## Why study Human Resource Management (HRM)?

People management skills are integral to the workplace of today, and Otago's HRM major will prepare you for the connected and collaborative workplace of tomorrow.

The skill set you will develop while studying HRM as either a major or minor subject, is important in any role that involves working with and leading people. HRM at Otago will equip you with skills and knowledge that will kick-start your career and give you great potential to play an important role in making sure organisations manage their most valuable resource – their people – as best they can.

HRM is perfect as both a stand-alone degree or to complement other areas of interest. During your studies at Otago you'll gain both knowledge and practical skills associated with HRM principles to enable you to acquire the right talent, in the right place and at the right time.

### Background required

There are no formal prerequisite subjects to study HRM at 100-Level – you don't even have to have studied business subjects before. However, because all Business students complete a set of compulsory core papers, and because of the importance of communication to organisational life, it is recommended that you study English, Mathematics or Statistics at high school.

## Career opportunities

The HRM major and minor will give you the skill set to apply for HRM roles in large or small, public or private organisations. These usually begin with HR administrator roles, with progress through to advisors and managers. Alternatively, you can specialise in areas such as employment relations, talent management, learning and development, or recruiting. The skill set gained in the HRM major will also enable you to enter graduate recruitment schemes.

### Student exchange

The University of Otago has exchange agreements with more than 90 institutions in over 30 countries. If your marks average B or better you may qualify to attend one of these institutions for one semester or a full year. You pay only your New Zealand fees and complete your qualification within the same timeframe as if you had never been away.

As an HRM student you are also encouraged to participate in one of the more than 50 specific business exchanges offered through the Otago Business School. The School also offers scholarships to assist students with their travel costs.

### What you need to study

For a BCom majoring in HRM you must complete the following papers (and also meet BCom degree requirements including the completion of all BCom core BSNS papers):

#### 100-LEVEL

BSNS 111 Business and Society  
MANT 101 Managing for Performance

#### 200-LEVEL

MANT 250 Managing People  
MANT 251 Managing Organisations

*Plus one further paper from:*

MANT 217 International Management  
MANT 222 Interpersonal and International Business Communication  
MANT 252 Developing Responsible Leadership

#### 300-LEVEL AND BEYOND

MANT 345 Strategic Human Resource Management  
MANT 346 Employment Relations

*Plus two further papers from:*

MANT 330 Leadership  
MANT 339 Human Resource Development  
MANT 343 Negotiation and Dispute Resolution  
MANT 347 Occupational Psychology

### Degree options

Because HRM is focused on an organisation's most important asset – its people – completing an HRM major or minor alongside another discipline available in the BCom degree makes perfect sense. HRM also complements many disciplines studied outside the Business School, such as Gender Studies, Law, Psychology, and Sociology. Otago's flexible degree structures enable you to study HRM alongside many majors. Human Resource Management can also be one of the two majors that comprise a BACom or BComSc combined degree.

For questions about  
Human Resources Management  
[otago.ac.nz/management](http://otago.ac.nz/management)



## PROFILES

### Sophie Dempster BCom, Human Resources Advisor, Firth Industries, Fletcher Building

"I started my journey studying Management and Marketing. As I got to know the staff, and talk to them about my passions, they brought to my attention the idea of Human Resource Management as a major."

Sophie believes that deciding to major in HRM at the University of Otago was the best decision she's ever made, and that she wouldn't be in the position she finds herself today without her Otago degree.

"The reputation of Otago, and especially the Business School, helps employers gain an understanding of the grad that they will be employing. Employers know the high standards that are held by the Business School and know that anyone that has completed a degree through it can be trusted to have not just theoretical but practical knowledge."



### Melanie Warhurst BCom, DipGrad, Human Resource Administrator, Assurity Consulting

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Upon graduating, Mel secured a role with Assurity Consulting as an HR administrator, allowing her to put into practice the knowledge and skills gained at Otago.

"My role is completely diverse. I'm lucky to be empowered to drive my career and move toward areas of HR of particular interest to me. I'm involved in recruitment, onboarding, remuneration, career pathways, employee wellness, exit interviews and co-ordination of our Graduate Programme, which ensures every day is different."

