



# 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 a 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, are 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 a 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

## Teaching style

Each paper is taught in a lecture format and most papers include weekly tutorials where you'll have the opportunity to discuss the lecture topics in more detail. Just like at secondary school, assessment will include assignments, tests, essays and exams.

## Double major/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.

## PROFILE

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

Realising that people are an organisation's most valuable resource, Mel discovered her passion: *encouraging companies to invest in their people.*

Being a Dunedin local with an appreciation of Otago's strong reputation, studying at the University was the logical choice. Mel quickly found an interest in Human Resources (HR) during her core business and management papers. The real-life practical assignments and critical thinking appealed to Mel as she could apply this knowledge in her part-time job at NZCU South.

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Mel gained other valuable skills during her degree by engaging with leadership programmes and successfully applying for, and completing an internship with the Highlanders.

"Otago's extra-curricular activities developed my social, leadership and workforce skills which allowed me to hit the ground running when I started my career" says Mel.

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, ensuring every day is different."

If Mel could give one piece of advice it would be, "While it is important to strive for your goals, do not take life too seriously. Get involved in extra-curricular activities and gain as much experience as possible to broaden your horizons."



For questions about  
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