

昆士兰大学人力资源管理短期访学项目简介

- ★ 世界 50 强★
- ★ 澳洲八大名校之一★
- ★ 人力资源管理专业课程★

1. 学校简介

昆士兰大学（University of Queensland，简称 UQ），建于 1910 年，是昆士兰州的第一所综合型大学，也是澳大利亚最有声望的大学之一，同时还是澳洲八大名校（Group of Eight）的盟校成员和 UNIVERSITAS 21 成员，其科学研究的经费及学术水平在澳大利亚的大学之中始终位居前列，在校博士生的人数最多。昆士兰大学拥有两位诺贝尔奖得主，前澳大利亚总理 Kevin Rudd（陆克文）和前国防部长 Peter Gration 都是昆士兰大学校友。在 2017-2018 年度 QS 世界大学排名中，昆士兰大学名列 47 位。

昆士兰大学的圣鲁西亚主校区位于昆士兰州布里斯班市，作为澳洲最著名的黄金海岸和日光海岸，同时拥有 180 多万人口的布里斯班市具有国际化大都市的气息和世界一流的现代化设施，如世界级的国际机场、文化中心、会议中心、博物馆和艺术陈列馆等等。校内有银行、书店、药店、眼镜店、牙病诊所、贩卖部和咖啡屋，坐拥昆州规模最大的图书馆；还设有 1 座电影院、3 座艺术剧场、画廊、博物馆、音乐厅等，一些古典或流行音乐家和演员时常来校演出或参与学生活动。



昆士兰大学

2. 项目介绍

昆士兰大学人力资源管理短期访学项目由昆士兰大学主办，每年暑期、寒假接收来自全世界数百名青年学生访问学习。中国地区在校本科生、研究生可申请该项目，访学时间一般为 3 周，包括 2 周访学课程和 1 周东海岸研学旅行。该项目以团队方式组织和开展，根据报名人数同批或分批次赴昆士兰大学学习。

短期访学主要由人力资源管理相关课程、活动课、寄宿家庭生活、各国青年交流活动、研学旅行

等部分组成，世界 50 强名校学习机会加上澳洲无与伦比的黄金海岸风光，使该项目受到广大学生的欢迎。

昆士兰大学（人力资源管理）3周短期访学活动概览		
Content	Courses and Activities	主要课程和活动
Study at the University of Queensland		昆士兰大学课程学习
Orientation	Group Photo Session, Welcome Ceremony	集体照、开班典礼
Courses	History of Industrial relations in Australia, Overview of HRM, Strategic HRM, Human Resource Management and Policy, Components of HRM, The importance of Policy, Establishing and developing the workforce, Analysis and design of work (Job design, job analysis, job descriptions), Remuneration and Classification Case Study on analysis and design Job descriptions, HR planing, reporting and HR information systems, Discussion-Comparisons of Chinese and Australian HR processes, Employment Law (Ausralian Context), Industrial negotiations and strategy, Organisational Behaviour, Managing HRM departments-Staff performance assessment-Performance	澳大利亚劳资关系史，人力资源管理概述，人力资源管理战略，人力资源管理政策，人力资源管理组成要素，政策的重要性，建立和发展劳动力，工作分析与设计（工作设计、工作分析、职务说明），薪酬分配案例分析与设计工作描述，人力资源规划，人力资源信息系统汇报，中澳人力资源流程对比研究，雇佣法（澳大利亚适用），工业谈判和战略，组织行为学，人力资源管理部门-员工绩效考核-绩效管理、绩效管理分析
Activities	Lone Pine Koala Sanctuary, Department of Primary Industries and Fisheries (TBC)	龙柏考拉保护区、工业和渔业部门参观（待确认）以及其他活动
Graduation	Presentation Assessment& Feedback, Formal Graduation of Certificates, Farewell Lunch	毕业演讲、结业典礼、颁发结业证书、欢送餐
University and Culture Visiting		研学旅行（澳洲一流高校文化参访）
Cities	Sydney, Canberra	悉尼，堪培拉
University Visiting	Australian National University, Sydney University, The University of New South Wales	澳洲国立大学、悉尼大学、新南威尔士大学等
Site Visiting	Sydney Opera House, Harbour Bridge, Bondi Beach, Blue Mountain, Royal Botanic Garden, Hyde Park, Watsons Bay, Farm Activities	悉尼歌剧院，海港大桥，邦迪海滩，蓝山，皇家植物园，海德公园，华生湾，农场活动

*以上内容可能依据当时情况略有调整，以实际安排为准。

3. 课堂教学

访学项目内容为人力资源管理课程学习，均由昆士兰大学教授或者当地知名企业管理者授课，此项目最适宜有人力资源管理专业背景的学生参加，授课老师幽默富有感染力的课堂教学也受到了广大学生的喜爱。

核心课程：

- (1)History of Industrial relations in Australia(澳大利亚劳资关系史)
- (2)Strategic HRM(人力资源管理战略)
- (3)Human Resource Management and Policy(人力资源管理政策)
- (4)Components of HRM(人力资源管理组成要素)
- (5)Establishing and developing the workforce(建立和发展劳动力)
- (6)Analysis and design of work (Job design, job analysis, job descriptions)
工作分析与设计（工作设计、工作分析、职务说明）
- (7)Remuneration and Classification Case Study on analysis and design Job descriptions
薪酬分配案例分析与设计工作描述

- (8)HR planing, reporting and HR information systems (人力资源信息系统汇报)
- (9)Discussion-Comparisons of Chinese and Australian HR processes(中澳人力资源流程对比研究)
- (10)Employment Law (Ausralian Context) 雇佣法（澳大利亚适用）
- (11)Industrial negotiations and strategy (产业谈判和战略)
- (12)Organisational Behaviour (组织行为学)
- (13)Managing HRM departments-Staff performance assessment-Performance management
人力资源管理部门-员工绩效考核-绩效管理
- (14)Managing performance problems (绩效管理分析)



学生课堂

4. 活动课

为了丰富学生的课余生活，除了课堂教学以外，昆士兰大学提供了一些活动课，如：龙柏考拉保护区、工业和渔业部门参观以及其他活动，使同学们进一步增进对澳大利亚的了解。

活动课内容摘要：

(1) Lone Pine Koala Sanctuary(龙柏考拉保护区)

“我们来到布里斯班最主要就是来看这澳洲国宝考拉，这选家伙实在是太萌了，小小的眼睛，胖胖的身体，憨态可掬，这个考拉园可以说考拉非常多，是澳洲最多的的。”——参观者评论

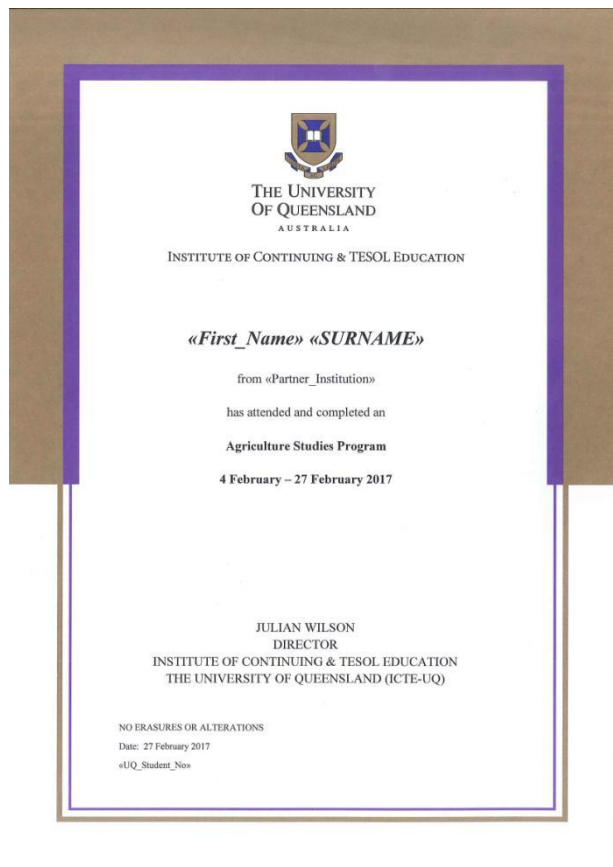
(2) Department of Primary Industries and Fisheries (TBC) (工业和渔业部门参观)



龙柏考拉保护区

5. 结业证书

学生完成学习以后，可获得昆士兰大学颁发的结业证书。



6. 入住寄宿家庭

寄宿家庭的生活是最能体验澳大利亚文化的生活方式之一。所有寄宿家庭都经过昆士兰大学认证，一般两个学生住一个寄宿家庭，每个学生均有独立房间。澳洲当地居民比较富裕，很多家庭提供寄宿服务不是为了获得经济报酬，而是希望自己或者孩子有更多机会与来自世界各地的年轻人交流。有的寄宿家庭还住了来自于其他国家的学生，可以彼此交流不一样的文化。寄宿家庭提供早晚餐，费用都包含在住宿费里。



寄宿家庭生活

7. 研学旅行（可选）

访学课程结束后，是为期 1 周的东海岸研学旅行活动，从昆士兰到悉尼和堪培拉，包含澳洲国立大学、悉尼大学等澳洲一流高校参观交流，了解澳洲高等教育制度、研究生申请、留学生活等；参观当地著名景点，如悉尼歌剧院、悉尼海港大桥、蓝山、邦迪海滩、农场活动、国会大厦等。

主要高校和景点：

1. 悉尼大学：创办于 1850 年，是大洋洲第一所大学，是澳大利亚八大名校（Group of Eight）之一，是一所世界顶尖级研究学府，同时也是世界大学联盟、环太平洋大学联盟、澳大利亚八校联盟、亚太国际贸易教育暨研究联盟的核心成员。在 2017-2018 英国 QS 世界大学排名中排名全球第 50。

2. 澳大利亚国立大学（澳洲国立大学）：成立于 1946 年，位于澳大利亚首都特区的堪培拉，是澳大利亚八大名校（Group of Eight）之一，同时也是澳大利亚唯一由联邦国会立法设立的国立大学。澳洲国立大学在大洋洲具特殊学术地位，四大国家级研究院有三座设立在 ANU 校园，分别是：澳大利亚科学院（AAS）、澳大利亚人文学院和澳大利亚社会科学院（ASSA）。

3. 悉尼歌剧院&海港大桥：悉尼歌剧院是悉尼的标志和灵魂，是澳大利亚最著名的建筑，也是世界是最伟大的建筑物之一；海港大桥是悉尼市最宏伟的建筑物之一横跨海港，连接悉尼南北海岸。在这里，你可以尽情享受海风拂面的舒适，感受悉尼的魅力！

4. 蓝山：驱车沿三十二号公路直上海拔一千一百米高的蓝山三姐妹峰，三姐妹峰(The Three Sisters)是蓝山最知名、最受欢迎的旅游景点之一。乘坐高空缆车、丛林火车及丛林缆车在不同角度感受蓝山的雄伟壮阔。也可以徒步探寻 Wentworth Fall 的壮美。

5. 农场活动：远离城市的喧嚣，来到这里感受开阔的牧场：与农场主家人一道回家，一起参加农场活动和用餐。其他活动还包括：澳式牛排午餐，挤牛奶，农场巡游，数牲畜，牧羊，剪羊毛（视季节而定），圈羊，观看牧羊犬工作，领羊驼，剪羊驼毛（视季节而定），喂鸡鸭，丛林漫步，收集木柴点燃篝火制作土著人烤面包，赶牲畜，当地观光。

6. 邦迪海滩：邦迪海滩约长一公里，曾是几部澳大利亚或国际电影和电视剧的拍摄场地，每年都是很多观光客必到之处。在这里，阳光灿烂，微风清凉，你可以感受到蓝天碧海以及澳洲美丽的阳光沙滩。



澳大利亚国立大学



悉尼大学



悉尼歌剧院、蓝山、邦迪海滩、澳大利亚当地农场

8. 安全保障

1. 所在院校老师或访学项目部老师带队；
2. 选举或选拔班委委员，加强全体成员的组织和沟通；
3. 专门定制额度高、针对性强的中国平安澳洲访学专属保险；
4. 澳大利亚是最安全的国家之一，昆士兰大学拥有成熟的安全保障机制；
5. 寄宿家庭全部经过昆士兰大学认证和当地警察局备案；
6. 长期实践经验和专业的行前指导、过程管理、情况报告、应急处理等机制。

参考日程安排 (以实际安排为准)

Day 1	Sunday 4 February	Included Meals (D)
	Arrive Brisbane airport <ul style="list-style-type: none"> • Meet UQ Group Leader • Board coach to UQ 	
	Brisbane city sightseeing	
	Meet Homestay family at UQ <ul style="list-style-type: none"> • Return to homestay 	
Overnight: Homestay		

Day 2	Monday 5 February	Included Meals (B,D)
	Public transport to UQ	
0830	Group Photo Session	
0900	Presentation: Welcome to the University of Queensland (UQ) <ul style="list-style-type: none"> • Official welcome • Program briefing 	
1000	Break	
1030	Presentation: History of Industrial relations in Australia	
1200	Lunch (at participants' own cost)	
1330	Presentation: Overview of the Program and aims of the Course Overview of HRM What is Human Resource Management? <ul style="list-style-type: none"> • Delegates discuss backgrounds to provide insights into particular areas for focus in the Program 	
1530	Return to accommodation via public transport	
Overnight: Homestay		

Day 3	Tuesday 6 February	Included Meals (B,D)
	Public transport to UQ	
0900	Presentation: Strategic HRM <ul style="list-style-type: none"> • Linking organisation and HR strategy • Capability assessment and building • Workforce Planning • Succession Planning • Organisation culture and design 	
1000	Break	

1030	Presentation: Human Resource Management and Policy <ul style="list-style-type: none"> Contemporary issues in HRM & the new work environment Legal and ethical environment (including employment contracts and employment, privacy, discrimination, Equal opportunity, trade practices, health and safety, Workers Compensation,
1200	Lunch (at participants' own cost)
1300	Presentation: Components of HRM <ul style="list-style-type: none"> How HRM has developed in Australia (a brief history) The Importance of Policy <ul style="list-style-type: none"> Why have Organizational Policy? Developing Policy Educating staff
1530	Return to accommodation via public transport
Overnight: Homestay	

Day 4	Wednesday 7 February	Included Meals (B,D)
	Public transport to UQ	
0900	Presentation: Establishing and developing the workforce <ul style="list-style-type: none"> Staff recruitment (including job description with gender consideration) Staff selection Appointment Induction 	
1000	Break	
1030	<ul style="list-style-type: none"> Presentation resumes: 	
1200	Lunch (at participants' own cost)	
1330	Presentation: Analysis and design of work (Job design, job analysis, job descriptions) <ul style="list-style-type: none"> Stages of the process analysis design Job descriptions 	
1530	Return to accommodation via public transport	
Overnight: Homestay		

Day 5	Thursday 8 February	Included Meals (B,D)
	Public transport to UQ	
0900	Presentation: Remuneration and Classification Case Study on analysis and design Job descriptions	
1000	Break	
1030	Presentation resumes	
1200	Lunch (at participants' own cost)	
1300	Site visit: TBA	
1630	Return to accommodation via public transport	
Overnight: Homestay		

Day 6	Friday 9 February	Included Meals (B,D)
	Public transport to UQ	
0900	Presentation: Learning and development: HR planning, reporting and HR information systems <ul style="list-style-type: none"> Evaluating HR effectiveness, ROI and HR metrics Remuneration and pay systems 	

1000	Break
1030	Presentation resumes
1200	Lunch (at participants' own cost)
1300	Visit to Lone Pine Koala Sanctuary
1630	Return to accommodation via public transport
Overnight: Homestay	

Day 7	Saturday 10 February	Included meals (B,L,D)
	Free Day	
Overnight: Homestay		

Day 8	Sunday 11 February	Included meals (B,L,D)
	Free Day	
Overnight: Homestay		

Day 9	Monday 12 February	Included Meals (B,D)
	Public transport to UQ	
0900	Discussion – Comparisons of Chinese and Australian HR processes – Participants discuss their understanding of the processes	
1000	Break	
1030	Presentation: Employment Law (Australian Context)	
	<ul style="list-style-type: none"> • Common Law contract • Statute law 	
1200	Lunch (at participants' own cost)	
1300	Site Visit: Department of Primary Industries and Fisheries (TBC)	
1530	Return to accommodation via public transport	
Overnight: Homestay		

Day 10	Tuesday 13 February	Included Meals (B,D)
	Public transport to UQ	
0900	Presentation: Industrial negotiations and strategy	
	<ul style="list-style-type: none"> • History of industrial negotiations in Australian context <ul style="list-style-type: none"> • Industry wide • Enterprise • Individual statutory agreements • Analysis of collective bargaining • Negotiation <ul style="list-style-type: none"> • Beginning strategies <ul style="list-style-type: none"> ○ Types of bargaining ○ Negotiation process ○ Issues in negotiations ○ 3rd party negotiations 	
1000	Break	
1030	Presentation resumes	
1200	Lunch (at participants' own cost)	

1300	<p>Presentation: Organisational Behaviour</p> <ul style="list-style-type: none"> • Collective discussion <p>Results Based Management : Key performance indicators</p> <ul style="list-style-type: none"> • What are KPI's? How are KPI's established? • Examples. Case presentation. • Should there be consultation? How are they measured? • What should be the outcomes? <p>Rewards for good performance</p> <ul style="list-style-type: none"> • Rewards - best methods to reward employees L-t v S-T rewards. • Staff salary packages v performance based rewards.
1530	Return to accommodation via public transport
Overnight: Homestay	

Day 11	Wednesday 14 February	Included Meals (B,D)
	Public transport to UQ	
0900	<p>Presentation: Managing HRM departments - Staff performance assessment - Performance management</p> <ul style="list-style-type: none"> • Probation • Annual review 	
1000	Break	
1030	Presentation resumes	
1200	Lunch (at participants' own cost)	
1300	<p>Presentation: Managing performance problems</p> <ul style="list-style-type: none"> • The Disciplinary process • Unsatisfactory Performance • Diminished Performance– Case study • Employee assistance programs • Misconduct • Serious misconduct • Separation and termination 	
1530	Return to accommodation via public transport	
Overnight: Homestay		

Day 12	Thursday 15 February	Included Meals (B,D)
	Public transport to UQ	
0900	<p>Presentation: Working together: Conflict Management, Mediation and Negotiation Conflict Management</p> <ul style="list-style-type: none"> • Should we try to avoid conflict • A framework for understanding groups • Stages of development of group formation • Functional activities of the group • Values • Fight for what is right <p>Mediation –</p> <ul style="list-style-type: none"> • How to mediate a staff dispute • How to develop collaborative consultative processes • How to use power appropriately Mentoring 	
1000	Break	
1030	Presentation resumes	
1200	Lunch (at participants' own cost)	

1300	<p>Presentation: Working together: Conflict Management, Mediation and Negotiation continued</p> <p>Delegation</p> <ul style="list-style-type: none"> • How to delegate • How to keep delegating • How to overcome your reluctance to delegate • How to avoid delegation traps • How to use delegation to develop staff <p>Communications</p> <ul style="list-style-type: none"> • Persuasiveness and Influence • How to communicate effectively
1530	Return to accommodation via public transport
Overnight: Homestay	

Day 13	Friday 16 February	Included Meals (B,D)
	Public transport to UQ	
0900	<p>Presentation: Staff Protection</p> <ul style="list-style-type: none"> • ILO conventions • State legislature • Common Law protections <p>Organisational Change and Implementation</p> <ul style="list-style-type: none"> • Managing Attitude Change • Managing Behaviour Change 	
1000	Break	
1030	Presentation resumes	
1200	Program Review	
1230	Farewell Lunch and Certificate Presentation	
1330	Return to accommodation via public transport	
Overnight: Homestay		

Day 14	Saturday 17 February	Included Meals (B)
	Homestay family drop students to UQ with luggage	
	<ul style="list-style-type: none"> • Meet UQ Group Leader • Load Luggage on to coach 	
	Coach to Brisbane Airport	
	<ul style="list-style-type: none"> • Check-in for flight 	
	Departures	

研学旅行周（可选）

TIME	Day 1	Day 2	Day 3	Day 4	Day 5	Day 6
7.30-8.30	Breakfast at Hotel					
9:00-12:00	Depart from Airport	Cultural Experience in Sydney <ul style="list-style-type: none"> ● St. Mary's cathedral ● Hyde Park ● Royal Botanic Garden ● Sydney Opera House(outlook) ● Fish Market 	Cultural Experience in Capital city- Canberra <ul style="list-style-type: none"> ● Royal Australian Mint ● Parliament House 	Sight Seeing <ul style="list-style-type: none"> ● Bald Hill Lookout ● Sea Cliff Bridge 	Relaxing & activities in Blue Mountain <ul style="list-style-type: none"> ● Three sisters Lookout 	Academic Communication in University <ul style="list-style-type: none"> ● Campus Tour in the University of Sydney and communicate with local students ● Watons bay ● Bondi Beach
12:00-13:00	Lunch Time(at participants' own cost except Farm Activity Day)					
14:00-19:00	Arrive at Sydney airport Transfer to Hotel • Welcome Dinner: Australian BBQ (May be changed to different date)	Free activities	Academic Communication in Universities <ul style="list-style-type: none"> ● Campus Tour in Australian National University and communicate with local students 	Farm Activity <ul style="list-style-type: none"> ● Australian Lunch ● milking cows ● Watching sheepshearing 	Blue Mountain Discovery Skyrail <ul style="list-style-type: none"> ● Visiting Leura Town 	Free activities <ul style="list-style-type: none"> ● Transfer to the airport
19:00-20:00	Dinner Time (at participants' own cost except BBQ Day)					
						Day 7 <ul style="list-style-type: none"> ● Flight ● Back to China