



HRM 201

Workplace Relations

S1 Day 2014

Dept of Marketing and Management

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General Information

Unit convenor and teaching staff

Unit Convenor

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Credit points

3

Prerequisites

HRM107

Corequisites

Co-badged status

Unit description

This unit examines the broad macro issues related to managing people at work. The scope of inquiry extends to the macroeconomic environment including the economic, political, social, and institutional context. The unit is approached from a stakeholder perspective, emphasising the way that management, labour and the state, along with other key stakeholders, act, both separately and together, to structure the employment relationship. Topics include the regulatory framework, bargaining structures and processes, conflict and co-operation, and the impact of change and reform directions.

Important Academic Dates

Information about important academic dates including deadlines for withdrawing from units are available at <https://www.mq.edu.au/study/calendar-of-dates>

Learning Outcomes

On successful completion of this unit, you will be able to:

Understand and identify the different approaches to the study and practice of employment relations

Identify internal and external stakeholders in the employment relationship and the goals and objectives of these stakeholders

Analyse the way that these stakeholders act, together and separately, to shape employment relations processes

Define and apply theory in key employment relations processes

Relate the above to current issues in the field of employment relations

Assessment Tasks

Name	Weighting	Due
Assignment	20%	Week 5
Essay	40%	Week 9
Final Examination	40%	University Examination Period

Assignment

Due: **Week 5**

Weighting: **20%**

Weighting: 20%

Due Date: Tuesday 1 April (Week 5)

Duration/Length: 1000 Words

Submission Details:

All students must submit their assignments through Turnitin using the link on iLearn by 11:59pm on the due date.

Hard copies must be given to the tutor in the Week 5 tutorial. Hard copies must be identical to the electronic version submitted.

Late assignments must also be submitted through Turnitin and a hardcopy provided to the tutor.

Description:

This assessment task requires you to read a number of short documents and then answer a range of questions.

Aims and Objectives

This exercise is designed to start students thinking about the range of perspectives held by various stakeholders on employment relations issues. When it comes to debates about employment relations matters, there is no black and white, no right or wrong. Employment relations stakeholders often have different and sometimes competing views, and expected

alliances can often shift depending on the issue. Students are encouraged to approach any employment relations matter objectively, recognise that there will be a number of perspectives on the issue, and critically evaluate all viewpoints before arriving at a conclusion.

On successful completion you will be able to:

- Understand and identify the different approaches to the study and practice of employment relations
- Identify internal and external stakeholders in the employment relationship and the goals and objectives of these stakeholders
- Analyse the way that these stakeholders act, together and separately, to shape employment relations processes
- Relate the above to current issues in the field of employment relations

Essay

Due: **Week 9**

Weighting: **40%**

Weighting: 40%

Due Date: Tuesday 13 May (Week 9)

Duration/Length: Maximum 2000 Words

Submission Details:

All students must submit their essays through Turnitin using the link on iLearn by 11:59pm on the due date.

Hard copies must be given to the tutor in the Week 9 tutorial. Hard copies must be identical to the electronic version submitted.

Late assignments must also be submitted through Turnitin and a hardcopy provided to the tutor.

Aims and Objectives

This assessment encourages students to:

- Provide a critical perspective of the academic literature on a topic.
- Construct a sustained argument in response to the question.
- Utilise and conform to the principles of academic rigour in the production of an acceptable, formal response to the question.

On successful completion you will be able to:

- Understand and identify the different approaches to the study and practice of employment relations
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- Define and apply theory in key employment relations processes
- Relate the above to current issues in the field of employment relations

Final Examination

Due: University Examination Period

Weighting: 40%

Weighting: 40%

Due Date: Formal Examination Period

Duration: 2 Hours

The final examination will be closed book. The exam will be of two hour duration. The exam will be held during the University Examination period and will include short answer and multiple choice questions.

A final examination is included as an assessment task for this unit to provide assurance that:

- i) the product belongs to the student and
- ii) the student has attained the knowledge and skills tested in the exam.

On successful completion you will be able to:

- Understand and identify the different approaches to the study and practice of employment relations
- Identify internal and external stakeholders in the employment relationship and the goals and objectives of these stakeholders
- Analyse the way that these stakeholders act, together and separately, to shape employment relations processes

- Define and apply theory in key employment relations processes
- Relate the above to current issues in the field of employment relations

Delivery and Resources

Classes

The unit involves 3 hours face-to-face teaching per week consisting of a two hour lecture and one hour tutorial.

The timetable for classes can be found on the University web site at: <http://www.timetables.mq.edu.au/>

While tutorials are not compulsory, if your final grade is marginal, your tutor's opinion of your performance may be instrumental in determining your final grade.

Students MUST attend the tutorial assigned unless given permission by Lecturer or Tutor in special circumstances

Prizes

The [Suncorp Group](#) Employee Council Academic Prize

Required Text

Bray, M., Waring, P. and Cooper, R. (2011) Employment Relations: Theory and Practice, 2nd ed, McGraw-Hill, Sydney.

Technology Used and Required

Students are required to use iLearn.

Unit Web Page

Course material is available on the learning management system (iLearn)

The web page for this unit can be found at: <https://ilearn.mq.edu.au/login/MQ/>

Learning and Teaching Activities

Students are expected to read and research each topic in advance, participate in class /tutorial discussions and to maintain a strong interest in current issues and changes in workplace relations.

Changes since the last offering of this unit

The tutorial activities have been updated to reflect more current employment relations issues and incidents.

Unit Schedule

Week	Week Commencing	Lecture Topic	Text Chapter
1	3 March	What is employment relations?	1
2	10 March	Approaches to the study of employment relations	2 & 3
3	17 March	The changing context of Australian employment relations	4
4	24 March	The state	5
5	31 March	Management & employer associations	6
6	7 April	Trade unions	7
	14 – 25 April	MID SEMESTER BREAK	
7	28 April	Non-union employee representation & participation	8
8	5 May	Statutory regulation	9
9	12 May	Bargaining structures and processes	10
10	19 May	Collective bargaining simulation	Readings on iLearn
11	26 May	Industrial conflict	11
12	2 June	Employment relations & performance	12
13	9 June	Unit review and exam briefing	All

* Note: Apart from Week 12, the lecture topics are covered in the tutorial the following week.

Policies and Procedures

Macquarie University policies and procedures are accessible from [Policy Central](#). Students should be aware of the following policies in particular with regard to Learning and Teaching:

Academic Honesty Policy http://mq.edu.au/policy/docs/academic_honesty/policy.html

Assessment Policy <http://mq.edu.au/policy/docs/assessment/policy.html>

Grading Policy <http://mq.edu.au/policy/docs/grading/policy.html>

Grade Appeal Policy <http://mq.edu.au/policy/docs/gradeappeal/policy.html>

Grievance Management Policy http://mq.edu.au/policy/docs/grievance_management/policy.html

Disruption to Studies Policy http://www.mq.edu.au/policy/docs/disruption_studies/policy.html *The Disruption to Studies Policy is effective from March 3 2014 and replaces the Special Consideration Policy.*

In addition, a number of other policies can be found in the [Learning and Teaching Category](#) of Policy Central.

Student Code of Conduct

Macquarie University students have a responsibility to be familiar with the Student Code of Conduct: https://students.mq.edu.au/support/student_conduct/

Academic Honesty

The nature of scholarly endeavour, dependent as it is on the work of others, binds all members of the University community to abide by the principles of academic honesty. Its fundamental principle is that all staff and students act with integrity in the creation, development, application and use of ideas and information. This means that:

- all academic work claimed as original is the work of the author making the claim
- all academic collaborations are acknowledged
- academic work is not falsified in any way
- when the ideas of others are used, these ideas are acknowledged appropriately.

Further information on the academic honesty can be found in the Macquarie University Academic Honesty Policy at http://www.mq.edu.au/policy/docs/academic_honesty/policy.html

Grades

Macquarie University uses the following grades in coursework units of study:

- HD - High Distinction

- D - Distinction
- CR - Credit
- P - Pass
- F - Fail

Grade descriptors and other information concerning grading are contained in the Macquarie University Grading Policy which is available at:

<http://www.mq.edu.au/policy/docs/grading/policy.html>

Grading Appeals and Final Examination Script Viewing

If, at the conclusion of the unit, you have performed below expectations, and are considering lodging an appeal of grade and/or viewing your final exam script please refer to the following website which provides information about these processes and the cut off dates in the first instance. Please read the instructions provided concerning what constitutes a valid grounds for appeal before appealing your grade.

http://www.businessandconomics.mq.edu.au/new_and_current_students/undergraduate_current_students/how_do_i/grade_appeals/

Special Consideration Policy

The University is committed to equity and fairness in all aspects of its learning and teaching. In stating this commitment, the University recognises that there may be circumstances where a student is prevented by unavoidable disruption from performing in accordance with their ability. A special consideration policy exists to support students who experience serious and unavoidable disruption such that they do not reach their usual demonstrated performance level. The policy is available at:

http://www.mq.edu.au/policy/docs/special_consideration/policy.html

Late submissions: A student who submits a late assessment without approval for an extension will be penalised by 5% per day, i.e. marks equal to 5% of the assignment's weight will be deducted as a 'flat rate' from the mark awarded. For example, for an assignment that has a possible highest mark of 40, the student's awarded mark will have two marks deducted for each late day. Saturday and Sunday each count as one day. Assessments will not be accepted after the marked assessment task has been returned to students who submitted the task on time.

Student Support

Macquarie University provides a range of support services for students. For details, visit <http://students.mq.edu.au/support/>

Learning Skills

Learning Skills (mq.edu.au/learningskills) provides academic writing resources and study strategies to improve your marks and take control of your study.

- [Workshops](#)

- [StudyWise](#)
- [Academic Integrity Module for Students](#)
- [Ask a Learning Adviser](#)

Student Services and Support

Students with a disability are encouraged to contact the [Disability Service](#) who can provide appropriate help with any issues that arise during their studies.

Student Enquiries

For all student enquiries, visit Student Connect at ask.mq.edu.au

IT Help

For help with University computer systems and technology, visit <http://informatics.mq.edu.au/help/>.

When using the University's IT, you must adhere to the [Acceptable Use Policy](#). The policy applies to all who connect to the MQ network including students.

Graduate Capabilities

Discipline Specific Knowledge and Skills

Our graduates will take with them the intellectual development, depth and breadth of knowledge, scholarly understanding, and specific subject content in their chosen fields to make them competent and confident in their subject or profession. They will be able to demonstrate, where relevant, professional technical competence and meet professional standards. They will be able to articulate the structure of knowledge of their discipline, be able to adapt discipline-specific knowledge to novel situations, and be able to contribute from their discipline to inter-disciplinary solutions to problems.

This graduate capability is supported by:

Learning outcomes

- Understand and identify the different approaches to the study and practice of employment relations
- Identify internal and external stakeholders in the employment relationship and the goals and objectives of these stakeholders
- Analyse the way that these stakeholders act, together and separately, to shape employment relations processes
- Define and apply theory in key employment relations processes
- Relate the above to current issues in the field of employment relations

Assessment tasks

- Assignment
- Essay
- Final Examination

Critical, Analytical and Integrative Thinking

We want our graduates to be capable of reasoning, questioning and analysing, and to integrate and synthesise learning and knowledge from a range of sources and environments; to be able to critique constraints, assumptions and limitations; to be able to think independently and systemically in relation to scholarly activity, in the workplace, and in the world. We want them to have a level of scientific and information technology literacy.

This graduate capability is supported by:

Learning outcomes

- Understand and identify the different approaches to the study and practice of employment relations
- Identify internal and external stakeholders in the employment relationship and the goals and objectives of these stakeholders
- Analyse the way that these stakeholders act, together and separately, to shape employment relations processes
- Define and apply theory in key employment relations processes
- Relate the above to current issues in the field of employment relations

Assessment tasks

- Assignment
- Essay
- Final Examination

Problem Solving and Research Capability

Our graduates should be capable of researching; of analysing, and interpreting and assessing data and information in various forms; of drawing connections across fields of knowledge; and they should be able to relate their knowledge to complex situations at work or in the world, in order to diagnose and solve problems. We want them to have the confidence to take the initiative in doing so, within an awareness of their own limitations.

This graduate capability is supported by:

Learning outcomes

- Analyse the way that these stakeholders act, together and separately, to shape employment relations processes

- Define and apply theory in key employment relations processes
- Relate the above to current issues in the field of employment relations

Assessment tasks

- Essay
- Final Examination

Effective Communication

We want to develop in our students the ability to communicate and convey their views in forms effective with different audiences. We want our graduates to take with them the capability to read, listen, question, gather and evaluate information resources in a variety of formats, assess, write clearly, speak effectively, and to use visual communication and communication technologies as appropriate.

This graduate capability is supported by:

Learning outcomes

- Understand and identify the different approaches to the study and practice of employment relations
- Identify internal and external stakeholders in the employment relationship and the goals and objectives of these stakeholders
- Analyse the way that these stakeholders act, together and separately, to shape employment relations processes
- Define and apply theory in key employment relations processes
- Relate the above to current issues in the field of employment relations

Assessment tasks

- Assignment
- Essay
- Final Examination

Research and Practice

This unit uses research by Macquarie University researchers as well as from external sources. The unit gives you practice in applying research findings in your assignments.

Recommended resources:

E-Resources:

ABI/INFORM – comprehensive business database.

Business Source Complete – business resources for undergraduate/postgraduate use, with

extensive archive of articles. Access to industry reports, market research reports, country reports & company profiles.

Emerald Fulltext – scholarly research in management.

Factiva – full text business and company information from major Australian and international news sources.

Related Databases:

AIMMAT: AIM Management & Training Database – a source for Australian, New Zealand and South East Asian articles on management and training. Includes many case studies.

Informit – Australasian content on social, economic and political issues.

Proquest ANZ Newsstand – provides full text of Australian and New Zealand newspapers, except the AFR.

Relevant Journals:

Australian Bulletin of Labour

Journal of Australian Political Economy

British Journal of Industrial Relations

Economic and Labor Relations Review

HR Monthly

International Journal of Employment Studies

Journal of Industrial Relations

Labour and Industry

New Technology, Work and Society

People Management

Research and Practice in Human Resource Management

Work and Occupations

Work, Employment and Society