



MGMT7050

Management of People at Work

Session 2, Special circumstance 2020

Department of Management

Contents

<u>General Information</u>	2
<u>Learning Outcomes</u>	2
<u>General Assessment Information</u>	3
<u>Assessment Tasks</u>	3
<u>Delivery and Resources</u>	5
<u>Unit Schedule</u>	6
<u>Policies and Procedures</u>	6

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Notice

As part of [Phase 3 of our return to campus plan](#), most units will now run tutorials, seminars and other small group learning activities on campus for the second half-year, while keeping an online version available for those students unable to return or those who choose to continue their studies online.

To check the availability of face-to-face and online activities for your unit, please go to [timetable viewer](#). To check detailed information on unit assessments visit your unit's iLearn space or consult your unit convenor.

General Information

Unit convenor and teaching staff

Narelle Hess

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Credit points

10

Prerequisites

Admission to MRes

Corequisites

Co-badged status

Unit description

This unit provides students with contemporary knowledge and skills concerning the effective management of people at work. The unit reviews the key systems required for organisations to effectively manage their people in the context of their overall business strategy and the allied managerial skills required for successful implementation. Students learn what the options are for recruitment, selection, development, performance management, reward systems and other fundamental aspects of managing people and the key challenges facing organisations. A particular focus of this unit is the requirement for students to critically evaluate real organisational practices against contemporary theory as well as long established principles.

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:

ULO1: Evaluate recent developments and contemporary issues in managing people at work.

ULO2: Defend the importance of thinking strategically about HRM from different theoretical perspectives and the implications for the roles of HR professionals.

ULO3: Critically analyse HR policies and practices against contemporary theory and established principles.

ULO4: Design HR strategies in key areas of practice that support the creation of value and competitive advantage while also promoting employee wellbeing and decent work.

ULO5: Prepare a critically appraised review of a topic.

General Assessment Information

Late Assessments must also be submitted through Turnitin. No extensions will be granted. There will be a **deduction of 20%** of the total available marks made from the total awarded mark for each **24 hour period** or part thereof that the submission is late (for example, 25 hours late in submission incurs a 40% penalty). Late submissions will be accepted up to 96 hours after the due date and time.

This penalty does not apply for cases in which an application for [Special Consideration](#) is made and approved. Note: applications for [Special Consideration Policy](#) must be made within 5 (five) business days of the due date and time.

Assessment Tasks

Name	Weighting	Hurdle	Due
Case Studies	10%	No	Weeks 4, 6, 7 & 8
Individual Essay	30%	No	Week 6
Group Presentation	20%	No	Weeks 9-13
Literature Review	40%	No	Week 13

Case Studies

Assessment Type ¹: Case study/analysis

Indicative Time on Task ²: 10 hours

Due: **Weeks 4, 6, 7 & 8**

Weighting: **10%**

A written de-briefing of each Case Study allows students to demonstrate their understanding and critical evaluation of key contemporary issues for HRM management and their potential contribution to the creation of value, competitive advantage and employee well-being. Case Studies are de-briefed in Seminars 4, 5, 8 and 9.

On successful completion you will be able to:

- Evaluate recent developments and contemporary issues in managing people at work.
- Defend the importance of thinking strategically about HRM from different theoretical perspectives and the implications for the roles of HR professionals.
- Critically analyse HR policies and practices against contemporary theory and established

principles.

Individual Essay

Assessment Type ¹: Essay

Indicative Time on Task ²: 15 hours

Due: **Week 6**

Weighting: **30%**

This individually written essay allows students to critically analyse policies and practices for managing people at work using the lens of current concepts and theories on Managing People. The essay aims at assisting students in developing and demonstrating postgraduate level research skills including critical analysis and academic writing. The length of the essay should be 1,500 words (maximum).

On successful completion you will be able to:

- Evaluate recent developments and contemporary issues in managing people at work.
- Defend the importance of thinking strategically about HRM from different theoretical perspectives and the implications for the roles of HR professionals.
- Critically analyse HR policies and practices against contemporary theory and established principles.

Group Presentation

Assessment Type ¹: Presentation

Indicative Time on Task ²: 10 hours

Due: **Weeks 9-13**

Weighting: **20%**

This assignment involves analysis of how particular case study organisations manage specific aspects of managing people at work. Groups will be allocated to examine a particular firm and a particular managing people topic in relation to that firm. The purpose of this assessment is to develop your skills in the critical evaluation of existing HR policy and practice in firms and the option for redesigning approaches to managing people. Presentations will have a 15-minute maximum duration

On successful completion you will be able to:

- Critically analyse HR policies and practices against contemporary theory and established principles.
- Design HR strategies in key areas of practice that support the creation of value and competitive advantage while also promoting employee wellbeing and decent work.

Literature Review

Assessment Type ¹: Literature review

Indicative Time on Task ²: 15 hours

Due: **Week 13**

Weighting: **40%**

Students undertaking MGMT750 are required to undertake a literature review essay. The topic will align with both the Managing People subject matter of this Unit and with their MRes research focus/interest. Where an alignment with the student's MRes focus cannot be found, the literature review will be on a topic wholly within the Managing People focus of this Unit. Students submit a review which encompasses the major threads of literature on the given topic, while also critiquing this literature (e.g. scope, research methods, depth, breadth) and identifying gaps for future research. The word length for the Literature Review is 2,400-words.

On successful completion you will be able to:

- Evaluate recent developments and contemporary issues in managing people at work.
- Defend the importance of thinking strategically about HRM from different theoretical perspectives and the implications for the roles of HR professionals.
- Critically analyse HR policies and practices against contemporary theory and established principles.
- Design HR strategies in key areas of practice that support the creation of value and competitive advantage while also promoting employee wellbeing and decent work.
- Prepare a critically appraised review of a topic.

¹ If you need help with your assignment, please contact:

- the academic teaching staff in your unit for guidance in understanding or completing this type of assessment
- the [Writing Centre](#) for academic skills support.

² Indicative time-on-task is an estimate of the time required for completion of the assessment task and is subject to individual variation

Delivery and Resources

Required Text	Stone, R. Human Resource Management, 9 th edition, Wiley, Milton (Qld). (Available in hard copy and as e-text)
Unit Web Page	The web page for this unit can be found at: https://ilearn.mq.edu.au/login/
Technology Used and Required	Students are required to have access to a personal computer and familiarise themselves with iLearn (https://ilearn.mq.edu.au/login/). iLearn will be used to post lecture slides, assessment details, student grades and as a means of communication between staff members and students.

Delivery Format and Other Details	The timetable for classes can be found on the University web site at: http://www.timetables.mq.edu.au/
Recommended readings	Recommended readings are provided via the links on the iLearn Unit page
Inherent Requirements	None

Unit Schedule

Please see iLearn

Policies and Procedures

Macquarie University policies and procedures are accessible from [Policy Central](https://staff.mq.edu.au/work/strategy-planning-and-governance/university-policies-and-procedures/policy-central) (<https://staff.mq.edu.au/work/strategy-planning-and-governance/university-policies-and-procedures/policy-central>). Students should be aware of the following policies in particular with regard to Learning and Teaching:

- [Academic Appeals Policy](#)
- [Academic Integrity Policy](#)
- [Academic Progression Policy](#)
- [Assessment Policy](#)
- [Fitness to Practice Procedure](#)
- [Grade Appeal Policy](#)
- [Complaint Management Procedure for Students and Members of the Public](#)
- [Special Consideration Policy](#) (**Note:** *The Special Consideration Policy is effective from 4 December 2017 and replaces the Disruption to Studies Policy.*)

Students seeking more policy resources can visit the [Student Policy Gateway](https://students.mq.edu.au/support/study/student-policy-gateway) (<https://students.mq.edu.au/support/study/student-policy-gateway>). It is your one-stop-shop for the key policies you need to know about throughout your undergraduate student journey.

If you would like to see all the policies relevant to Learning and Teaching visit [Policy Central](https://staff.mq.edu.au/work/strategy-planning-and-governance/university-policies-and-procedures/policy-central) (<https://staff.mq.edu.au/work/strategy-planning-and-governance/university-policies-and-procedures/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/study/getting-started/student-conduct>

Results

Results published on platform other than [eStudent](#), (eg. iLearn, Coursera etc.) or released directly by your Unit Convenor, are not confirmed as they are subject to final approval by the University. Once approved, final results will be sent to your student email address and will be made available in [eStudent](#). For more information visit ask.mq.edu.au or if you are a Global MBA

student contact globalmba.support@mq.edu.au

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 help you improve your marks and take control of your study.

- [Getting help with your assignment](#)
- [Workshops](#)
- [StudyWise](#)
- [Academic Integrity Module](#)

The Library provides online and face to face support to help you find and use relevant information resources.

- [Subject and Research Guides](#)
- [Ask a Librarian](#)

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

If you are a Global MBA student contact globalmba.support@mq.edu.au

IT Help

For help with University computer systems and technology, visit http://www.mq.edu.au/about_us/offices_and_units/information_technology/help/.

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