



# MGMT2040

## Workplace Relations

Session 2, Special circumstance 2020

*Department of Management*

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#### **Disclaimer**

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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

Unit Convenor

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Raymund Delena

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Credit points

10

Prerequisites

HRM107 or MGMT1007

Corequisites

Co-badged status

Unit description

This unit provides an institutional analysis of the macro issues related to managing people at work. These institutions are examined within the broader macroeconomic environment which considers the economic, political, social, and institutional context of work. A stakeholder perspective is used to analyse the way management, labour and the state and other key stakeholders interact to structure the employment relationship. Topics include the regulatory framework, bargaining structures and processes, conflict and co-operation, and the impact change and reform has on institutional actors.

## 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:** Identify and describe the different theoretical approaches to the study and practice of employment relations.

**ULO2:** Identify internal and external stakeholders in the employment relationship and critically analyse the way that these stakeholders interact to shape the regulation of contemporary work practices.

**ULO3:** Critically evaluate a range of ethical issues pertaining to the employment relationship and the type of impact these issues can have on stakeholders in contemporary employment relationships.

## General Assessment Information

### Late Assessment Policy:

Late assessment submissions must be submitted through the appropriate submission link in [iLearn](#). No extensions will be granted unless an application for [Special Consideration](#) is made and approved. There will be a **deduction of 10%** of the total available marks made from the total awarded mark for each **24 hour period** or part thereof that the submission is late. Late submissions will not be accepted after solutions have been discussed and/or made available.

*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                           |
|-----------------------------|-----------|--------|-------------------------------|
| <a href="#">Case Study</a>  | 20%       | No     | Week 6                        |
| <a href="#">Report</a>      | 40%       | No     | Week 10                       |
| <a href="#">Examination</a> | 40%       | No     | University Examination Period |

### Case Study

Assessment Type <sup>1</sup>: Case study/analysis

Indicative Time on Task <sup>2</sup>: 15 hours

Due: **Week 6**

Weighting: **20%**

This assessment requires students to read one or more short documents discussing a contemporary workplace relations issue and then answer a set of associated questions drawing on theoretical material discussed in lectures. The response will be 1,000 words (plus or minus 10%).

On successful completion you will be able to:

- Identify and describe the different theoretical approaches to the study and practice of employment relations.
- Identify internal and external stakeholders in the employment relationship and critically

analyse the way that these stakeholders interact to shape the regulation of contemporary work practices.

- Critically evaluate a range of ethical issues pertaining to the employment relationship and the type of impact these issues can have on stakeholders in contemporary employment relationships.

## Report

Assessment Type <sup>1</sup>: Report

Indicative Time on Task <sup>2</sup>: 20 hours

Due: **Week 10**

Weighting: **40%**

This report requires students to critically analyse and apply industrial relations theories to contemporary workplace problems. The response will be 2,000 words (plus or minus 10%).

On successful completion you will be able to:

- Identify and describe the different theoretical approaches to the study and practice of employment relations.
- Identify internal and external stakeholders in the employment relationship and critically analyse the way that these stakeholders interact to shape the regulation of contemporary work practices.

## Examination

Assessment Type <sup>1</sup>: Examination

Indicative Time on Task <sup>2</sup>: 15 hours

Due: **University Examination Period**

Weighting: **40%**

A two-hour online final examination, administered via iLearn, will be held during the University Examination Period.

On successful completion you will be able to:

- Identify and describe the different theoretical approaches to the study and practice of employment relations.
- Identify internal and external stakeholders in the employment relationship and critically

analyse the way that these stakeholders interact to shape the regulation of contemporary work practices.

<sup>1</sup> 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.

<sup>2</sup> 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                     | Abbott, K., Mackinnon, B.H., and Fallon, P. (2016), <i>Understanding Employment Relations</i> , Oxford University Press, South Melbourne, Victoria.  |
| Unit web page                     | The web page for this unit can be found at: <a href="https://ilearn.mq.edu.au/login/">https://ilearn.mq.edu.au/login/</a>  |
| Technology Used and Required      | Students are required to have access to a personal computer and familiarise themselves with iLearn ( <a href="https://ilearn.mq.edu.au/login/">https://ilearn.mq.edu.au/login/</a> ).<br><br>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 | <ul style="list-style-type: none"><li>• Number and length of classes: <b>1 x 2 hour lecture and 1 x 1 hour tutorial, i.e. 3 hours</b> per week unless indicated otherwise in the lecture schedule. Classes may vary due to public holiday(s)</li><li>• Tutorials will commence in <b>Week 2</b>.</li><li>• The timetable for classes can be found on the University web site at: <a href="http://www.timetables.mq.edu.au/">http://www.timetables.mq.edu.au/</a></li></ul> |
| Recommended readings              | Recommended readings are provided via the links on the <a href="#">iLearn</a> 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](http://staff.mq.edu.au/work/strategy-planning-and-governance/university-policies-and-procedures/policy-central) (<http://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](http://ask.mq.edu.au) or if you are a Global MBA student contact [globalmba.support@mq.edu.au](mailto: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](http://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](http://ask.mq.edu.au)

If you are a Global MBA student contact [globalmba.support@mq.edu.au](mailto: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/](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.