GMBA8001

Know Your People

Coursera term 5, Fully online/virtual 2021

Department of Management

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Disclaimer

Macquarie University has taken all reasonable measures to ensure the information in this publication is accurate and up-to-date. However, the information may change or become out-dated as a result of change in University policies, procedures or rules. The University reserves the right to make changes to any information in this publication without notice. Users of this publication are advised to check the website version of this publication [or the relevant faculty or department] before acting on any information in this publication.

Session 2 Learning and Teaching Update

The decision has been made to conduct study online for the remainder of Session 2 for all units WITHOUT mandatory on-campus learning activities. Exams for Session 2 will also be online where possible to do so.

This is due to the extension of the lockdown orders and to provide certainty around arrangements for the remainder of Session 2. We hope to return to campus beyond Session 2 as soon as it is safe and appropriate to do so.

Some classes/teaching activities cannot be moved online and must be taught on campus. You should already know if you are in one of these classes/teaching activities and your unit convenor will provide you with more information via iLearn. If you want to confirm, see the list of units with mandatory on-campus classes/teaching activities.

Visit the MQ COVID-19 information page for more detail.

General Information

Unit convenor and teaching staff
Unit Convenor
Laramie Tolentino
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Linden Misselbrook
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Credit points
5

Prerequisites
Admission to GMBA or GradCertGlobalBusPrac

Corequisites

Co-badged status

Unit description
Organisations are facing increased challenges brought about by a globalised and competitive business environment. Organisations have changed from being hierarchical and silo-ed towards being flatter and team-driven. Now, more than ever, the manner by which people are managed and led has become crucial for organisational success. This unit considers a range of concepts, theories, and methodologies to navigate and optimise workplace relationships in this new organisational context. Students learn how to motivate and manage people in their organisation, focusing on strategy, employee experience and performance management. Through structured learning activities, students examine the available evidence concerning the approaches and contingencies that enhance employee, team and organisational outcomes through the lenses of talent, diversity and culture, as well as human resource management, and advance strategies to enact positive outcomes in simulated and real-life scenarios. Particular focus is placed on the changes associated with the future of work and their implications for managing people in complex and dynamic environments.

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: Select and apply a range of theories and methodologies to enhance employee experience, motivation and performance

ULO2: Develop and analyse strategies for managing individuals and teams to best position organisations in their response to strategic opportunities and threats

ULO3: Evaluate and manage individual differences, diversity and inclusion in order to advance organisational sustainability and success

General Assessment Information

Submission

Submission of assessment tasks is via Coursera or as otherwise instructed on Coursera.

For written assessment tasks, you must submit in either **PDF or Word (.doc) file types**. It is your responsibility to ensure your submission is accessible. If your submission cannot be opened, late penalties will apply for submitting the correct file after the due date.

For individual submissions, please use the following naming convention for your file:

lastname-firstname-GMBA8xxx-A1(or A2)

For group submissions, please use the following naming convention for your file:

team-number-GMBA8xxx-A1(or A2)

Late Assessment Policy:

Late assessment submissions must be submitted through the appropriate submission link on Coursera. No extensions will be granted. 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 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 five (5) business days of the due date and time

If you would like to apply for Special Consideration please submit a request via **ask.mq.edu.au**

Commercial in Confidence

Please note that you must not disclose any information marked ‘Commercial in Confidence’ without permission from the party who supplied it (e.g., your current or previous employer, customers, etc.).

Assessment Tasks

Name	Weighting	Hurdle	Due
Case study - Individual	40%	No	8 September, 11:59pm
Written Report - Individual	60%	No	29 September, 11:59pm

Case study - Individual

Assessment Type [1]: Case study/analysis
Indicative Time on Task [2]: 9 hours
Due: **8 September, 11:59pm**
Weighting: **40%**

Length: max. 1,500 words (excl. references) Format: Written report Task: In this assignment, you will investigate a current issue in the workplace (e.g., diversity, aging workforce) and analyse the issue in relation to the theories and frameworks discussed in the unit.

On successful completion you will be able to:

- Select and apply a range of theories and methodologies to enhance employee experience, motivation and performance
- Develop and analyse strategies for managing individuals and teams to best position organisations in their response to strategic opportunities and threats
- Evaluate and manage individual differences, diversity and inclusion in order to advance organisational sustainability and success

Written Report - Individual

Assessment Type [1]: Report
Indicative Time on Task [2]: 15 hours
Due: **29 September, 11:59pm**
Weighting: **60%**

Length: 2,500-3,000 words (excl. references) Format: Written report Task: In this assignment you will create, analyse, and develop solutions for a case study based on your current (or past) experience that centres on a problem related to teams or teamwork. For detailed information and the marking criteria, please refer to the section Course Resources - Assessment Information in your online unit. You will submit your completed task via the Assignment submission link in your online unit.

On successful completion you will be able to:

- Select and apply a range of theories and methodologies to enhance employee experience, motivation and performance
- Develop and analyse strategies for managing individuals and teams to best position organisations in their response to strategic opportunities and threats
- Evaluate and manage individual differences, diversity and inclusion in order to advance organisational sustainability and success

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[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

There is no required textbook for this unit. Please refer to the weekly required readings in your online unit. All readings are available via the Macquarie University library and do not need to be purchased separately.

Delivery method

This unit will be delivered entirely online via the Coursera Learning Management System. Access to a personal computer is required to access the resources and learning materials on Coursera.

Unit Schedule

For this unit, Live Events (via Zoom) will take place each week starting in Week 1 and ending in Week 6. The links to the events are available via **Live Events** in the Coursera unit.

Attending the Live Event each week is an opportunity to engage with the unit content, your Unit Convenor, and classmates. Students are encouraged to complete specified Live Event preparation learning activities prior to each scheduled Live Event in order to get the most value out of these sessions. Students are strongly advised to attend the Live Events. Recordings of the live events will be made available within 24 hours of the event and can be accessed via the Coursera unit content.

Please note: The teaching schedule is subject to change. Please refer to your Coursera unit for a detailed Live Event schedule.

Week	Live Events	Assessments
1	Tuesday 24 August, 6-7pm	
2	Tuesday 31 August, 6-7pm	
3	Tuesday 7 September, 6-7pm	A1 due: 8 September, 11:59pm
4	Tuesday 14 September, 6-7pm	
5	Tuesday 21 September, 6-7pm	
6	Tuesday 28 September, 6-7pm	A2 due: 29 September, 11:59pm

Policies and Procedures

Macquarie University policies and procedures are accessible from Policy Central (https://policies.mq.edu.au). 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

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

To find other policies relating to Teaching and Learning, visit Policy Central (https://policies.mq.edu.au) and use the search tool.

Student Code of Conduct

Macquarie University students have a responsibility to be familiar with the Student Code of Conduct: https://students.mq.edu.au/admin/other-resources/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.