



MGMT6008

Managing People

Session 1, Special circumstances 2021

Department of Management

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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 activities on campus, and most will keep an online version available to those students unable to return or those who choose to continue their studies online.

To check the availability of face-to-face 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

Sarah Banks

sarah.banks@mq.edu.au

Contact via Email

Credit points

10

Prerequisites

Admission to MEngMgt or MEngEnvSafetyEng

Corequisites

Co-badged status

Co-badged with MGMT6051

Unit description

This unit provides a graduate-level introduction to theories, concepts, processes and debates in the field of work. Workplaces, the types of work undertaken within them, and how this work is organised, are changing. To be effective, leaders and managers need the knowledge and skills to implement best practices regarding the management of people and work. Students will critically explore a range of topics, including: the changing nature of work and organisations, the development of modern work practices, theoretical foundations for understanding behaviour in the workplace, current trends in management methods, key management roles and functions, technological change, motivation and learning in the workplace, and decision making and ethics in organisations.

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 key workplace issues and use theory to explain and evaluate their impact.

ULO2: Critically assess different perspectives on, and approaches to, work and management and assess their implications for organisational outcomes.

ULO3: Utilise research and critical analysis skills to critique current debates across a range of workplace issues.

ULO4: Employ ethical frameworks to analyse management decisions.

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
Case Study Report	30%	No	Week 6
Essay	30%	No	Week 11
Online Final Exam	40%	No	Formal exam period

Case Study Report

Assessment Type ¹: Case study/analysis

Indicative Time on Task ²: 15 hours

Due: **Week 6**

Weighting: **30%**

Students will develop their case study skills through undertaking research and analysis on a targeted organisation. Students will identify an organisation and, through research, identify and evaluate its work-related management strategies, practices, processes and outcomes in a 2,000 word submission.

On successful completion you will be able to:

- Identify key workplace issues and use theory to explain and evaluate their impact.
- Utilise research and critical analysis skills to critique current debates across a range of workplace issues.

Essay

Assessment Type ¹: Essay

Indicative Time on Task ²: 20 hours

Due: **Week 11**

Weighting: **30%**

Through this 2,000 word essay students will demonstrate their ability to: research; construct a sustained argument/s in response to a specific question and offer examples to support argument/s; as well as demonstrate understanding in relation to recent developments and issues in HRM and professional practice. Note that demonstrating effective written communication is critical.

On successful completion you will be able to:

- Critically assess different perspectives on, and approaches to, work and management and assess their implications for organisational outcomes.
- Utilise research and critical analysis skills to critique current debates across a range of workplace issues.
- Employ ethical frameworks to analyse management decisions.

Online Final Exam

Assessment Type ¹: Examination

Indicative Time on Task ²: 20 hours

Due: **Formal exam period**

Weighting: **40%**

A two-hour examination will be held during the University Examination Period.

On successful completion you will be able to:

- Identify key workplace issues and use theory to explain and evaluate their impact.
- Critically assess different perspectives on, and approaches to, work and management and assess their implications for organisational outcomes.

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	Bratton, J. (2021). <i>Work and Organizational Behaviour</i> , 4th edition, Red Globe Press, United Kingdom (ISBN (E-Book): 9781352010985) Students have the option of purchasing a hard copy or e-copy of the 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. Students should also have access to Zoom, via their Macquarie OneID, as this platform will be used to facilitate interactive seminar sessions.
Delivery Format and Other Details	Number and length of classes: Each class is 3 hours long , including lecture and seminar activities. Classes may vary due to public holiday(s). 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 refer to the unit's iLearn site.

Policies and Procedures

Macquarie University policies and procedures are accessible from [Policy Central](https://policies.mq.edu.au) (<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 \(https://students.mq.edu.au/support/study/policies\)](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 \(https://policies.mq.edu.au\)](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.