



# MGMT3002

## HRM Project

Session 1, Special circumstances 2021

*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 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 Suzanne Fawcus <a href="mailto:suzanne.fawcus@mq.edu.au">suzanne.fawcus@mq.edu.au</a>
Credit points 10
Prerequisites (HRM201 or MGMT2040) and (HRM250 or MGMT2050)
Corequisites
Co-badged status
Unit description This unit explores the role and practice of learning and development (L&D) in organisations with an applied industry component. Through engagement with industry partners, the unit provides students with the opportunity to apply L&D principles, concepts, theories and skills to key aspects of the training and development function. Through this, students will develop a broad view of the complex and contested issues that confront organisations when constructing systems of learning and knowledge generation. Students will also gain an appreciation of the strategic choices available and key practical challenges in L&D.

## 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:** Apply key concepts and principles of HRM in analysing contemporary learning and development issues.

**ULO2:** Develop solutions to HR business problems.

**ULO3:** Analyse and explain the strategic training process both individually and in groups, and the key practical challenges involved.

**ULO4:** Critically assess the strategic choices available in relation to HR concepts and processes.

## 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="#">Tutorial Contributions and Discussions</a>	10%	No	Various Dates (Refer to tutorial scheduled)
<a href="#">Group Presentation and Report</a>	40%	No	Presentation - Due Weeks 10 -12; Report - Due Week 11
<a href="#">Online Final Exam</a>	50%	No	University Examination Period

### Tutorial Contributions and Discussions

Assessment Type [1](#): Participatory task

Indicative Time on Task [2](#): 10 hours

Due: **Various Dates (Refer to tutorial scheduled)**

Weighting: **10%**

Individual participation in tutorials will be graded and is worth 10%.

On successful completion you will be able to:

- Critically assess the strategic choices available in relation to HR concepts and processes.

### Group Presentation and Report

Assessment Type [1](#): Project

Indicative Time on Task [2](#): 30 hours

Due: **Presentation - Due Weeks 10 -12; Report - Due Week 11**

Weighting: **40%**

This assessments consists of two components worth 40% in total. The first component is a group presentation of up to 20 minutes worth 20%. The second is a 4000 word group report worth 20%. Both are marked individually and as a group, worth 50% for each component.

On successful completion you will be able to:

- Apply key concepts and principles of HRM in analysing contemporary learning and development issues.
- Develop solutions to HR business problems.
- Analyse and explain the strategic training process both individually and in groups, and the key practical challenges involved.
- Critically assess the strategic choices available in relation to HR concepts and processes.

## Online Final Exam

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

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

Due: **University Examination Period**

Weighting: **50%**

A two-hour online examination worth 50% will be held during the university Examination Period.

On successful completion you will be able to:

- Apply key concepts and principles of HRM in analysing contemporary learning and development issues.
- Develop solutions to HR business problems.
- Analyse and explain the strategic training process both individually and in groups, and the key practical challenges involved.

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<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	Noe, R. (2020) <i>Employee Training &amp; Development</i> 8th edition (international student edition for use outside the US) McGraw Hill.
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	<p>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>).</p> <p>iLearn will be used to post lecture slides, assessment details, student grades and as a means of communication between staff members and students.</p>
Delivery Format and Other Details	<ul style="list-style-type: none"><li>• Number and length of classes: <b>1 x (approximately) 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://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](https://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](https://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](https://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.