MGMT1007
Introduction to Human Resource Management
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
Hector Viveros Tapia
hector.viveros@mq.edu.au

Credit points
10

Prerequisites

Corequisites

Co-badged status

Unit description
This unit provides an introduction to human resource management (HRM) in Australia. Content examined includes key policies and practices and contemporary environmental influences on HR strategy formation. Major topic areas are: human resource planning and staffing; employee training and development; performance appraisal; managing a workforce; and workplace health and safety. On completion of this unit students will be able to demonstrate the links between the different areas of HRM and the contribution of HRM in businesses.

Important Academic Dates
Information about important academic dates including deadlines for withdrawing from units are available at https://students.mq.edu.au/important-dates

Learning Outcomes
On successful completion of this unit, you will be able to:

ULO1: Identify and investigate key concepts and theories in Human Resource Management.
ULO2: Explain and analyse the connection between Human Resource Management and organisational processes, plans and policies which deliver sustainable organisations.
ULO3: Develop and apply effective critical thinking and argument-making skills, both written and verbal.
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.

Presentation:

No extensions will be granted. Students who are absent for the oral presentation and for the Turnitin submission of their slides will score zero for this assessment task. 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

<table>
<thead>
<tr>
<th>Name</th>
<th>Weighting</th>
<th>Hurdle</th>
<th>Due</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group Presentation</td>
<td>20%</td>
<td>No</td>
<td>Weeks 7, 8, 9, 10 and 11</td>
</tr>
<tr>
<td>Report</td>
<td>30%</td>
<td>No</td>
<td>Week 6</td>
</tr>
<tr>
<td>Online Examination</td>
<td>50%</td>
<td>No</td>
<td>University Examination Period</td>
</tr>
</tbody>
</table>

Group Presentation

Assessment Type 1: Presentation
Indicative Time on Task 2: 15 hours
Due: Weeks 7, 8, 9, 10 and 11
Weighting: 20%

A 3-4 minute individual presentation as part of a team, and worth 20%.

On successful completion you will be able to:

- Identify and investigate key concepts and theories in Human Resource Management.
- Develop and apply effective critical thinking and argument-making skills, both written and verbal.
Report

Assessment Type: Report
Indicative Time on Task: 20 hours
Due: Week 6
Weighting: 30%

This assessment is an individual report of up to 1,500 words, and worth 30%

On successful completion you will be able to:
• Identify and investigate key concepts and theories in Human Resource Management.
• Explain and analyse the connection between Human Resource Management and organisational processes, plans and policies which deliver sustainable organisations.
• Develop and apply effective critical thinking and argument-making skills, both written and verbal.

Online Examination

Assessment Type: Examination
Indicative Time on Task: 15 hours
Due: University Examination Period
Weighting: 50%

A two-hour online final examination, administered via iLearn and worth 50%, will be held during the University Examination Period.

On successful completion you will be able to:
• Identify and investigate key concepts and theories in Human Resource Management.
• Develop and apply effective critical thinking and argument-making skills, both written and verbal.

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 Learning Skills Unit for academic skills support.
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**

<table>
<thead>
<tr>
<th>Required text</th>
<th>Nankervis, A., Baird, M., Coffey, J., &amp; Shields, J. Human Resource Management: Strategy and Practice (10th ed.)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unit web page</td>
<td>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></td>
</tr>
<tr>
<td>Technology Used and Required</td>
<td>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>). iLearn will be used to post lecture slides, assessment details, student grades and as a means of communication between staff members and students.</td>
</tr>
</tbody>
</table>
| Delivery Format and Other Details | • Number and length of classes: 1 x 2 hour lecture and 1 x 1 hour tutorial, i.e. 3 hours online delivery per week unless indicated otherwise in the lecture schedule. Classes may vary due to public holiday(s)  
  • Tutorials will commence in Week 1.  
  • 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 Leganto links on the iLearn Unit page |
| Inherent Requirements | Tutorial attendance is required in the presentation week to complete the Group Presentation task. |

**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). 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). 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).

**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 Enquiry Service**

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

**Equity 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.
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.