



MGMT7050

Management of People at Work

Session 1, Special circumstances 2021

Department of Management

Contents

General Information	2
Learning Outcomes	2
General Assessment Information	3
Assessment Tasks	3
Delivery and Resources	5
Unit Schedule	6
Policies and Procedures	7
Changes since First Published	8

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.

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 - Professor of Management & Employment Relations

Louise Thornthwaite

louise.thornthwaite@mq.edu.au

Other Staff Contact Details and Consultation Arrangements: to be advised during 1st Workshop

Credit points

10

Prerequisites

Admission to MRes

Corequisites

Co-badged status

The unit is co-badged with MGMT8050

Unit description

This unit provides students with contemporary knowledge and skills concerning the effective management of people at work. The unit reviews the key systems required for organisations to effectively manage their people in the context of their overall business strategy and the allied managerial skills required for successful implementation. Students learn what the options are for recruitment, selection, development, performance management, reward systems and other fundamental aspects of managing people and the key challenges facing organisations. A particular focus of this unit is the requirement for students to critically evaluate real organisational practices against contemporary theory as well as long established principles.

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: Evaluate recent developments and contemporary issues in managing people at work.

ULO2: Defend the importance of thinking strategically about HRM from different

theoretical perspectives and the implications for the roles of HR professionals.

ULO3: Critically analyse HR policies and practices against contemporary theory and established principles.

ULO4: Design HR strategies in key areas of practice that support the creation of value and competitive advantage while also promoting employee wellbeing and decent work.

ULO5: Prepare a critically appraised review of a topic.

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 Studies	10%	No	Weeks 4, 6, 7 and 8 - Completed and Due in Workshop
Individual Essay	30%	No	Week 6
Literature Review	40%	No	Week 12
Group Presentation	20%	No	Weeks 10-12, as scheduled

Case Studies

Assessment Type ¹: Case study/analysis

Indicative Time on Task ²: 10 hours

Due: **Weeks 4, 6, 7 and 8 - Completed and Due in Workshop**

Weighting: **10%**

This assessment is worth 10% in total. It is an individual case study analysis to be submitted over a number of class sessions.

On successful completion you will be able to:

- Evaluate recent developments and contemporary issues in managing people at work.
- Defend the importance of thinking strategically about HRM from different theoretical perspectives and the implications for the roles of HR professionals.
- Critically analyse HR policies and practices against contemporary theory and established principles.

Individual Essay

Assessment Type ¹: Essay

Indicative Time on Task ²: 15 hours

Due: **Week 6**

Weighting: **30%**

This assessment is worth 30% in total. It is an 1500 word individual essay.

On successful completion you will be able to:

- Evaluate recent developments and contemporary issues in managing people at work.
- Defend the importance of thinking strategically about HRM from different theoretical perspectives and the implications for the roles of HR professionals.
- Critically analyse HR policies and practices against contemporary theory and established principles.

Literature Review

Assessment Type ¹: Literature review

Indicative Time on Task ²: 15 hours

Due: **Week 12**

Weighting: **40%**

Students undertaking MGMT7050 are required to undertake a 2400 word literature review essay worth 40% in total.

On successful completion you will be able to:

- Evaluate recent developments and contemporary issues in managing people at work.
- Defend the importance of thinking strategically about HRM from different theoretical

perspectives and the implications for the roles of HR professionals.

- Critically analyse HR policies and practices against contemporary theory and established principles.
- Design HR strategies in key areas of practice that support the creation of value and competitive advantage while also promoting employee wellbeing and decent work.
- Prepare a critically appraised review of a topic.

Group Presentation

Assessment Type ¹: Presentation

Indicative Time on Task ²: 10 hours

Due: **Weeks 10-12, as scheduled**

Weighting: **20%**

This assessment is worth 20% in total. It is a 15 minute group presentation.

On successful completion you will be able to:

- Critically analyse HR policies and practices against contemporary theory and established principles.
- Design HR strategies in key areas of practice that support the creation of value and competitive advantage while also promoting employee wellbeing and decent work.

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	Stone, R. Human Resource Management, 10 th edition, Wiley, Milton (Qld). (Available in hard copy and as e-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.
Delivery Format and Other Details	Number and length of classes: 1 x 3 hour workshop face to face per week unless indicated otherwise in the lecture schedule. 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 Leganto on the iLearn Unit page
Inherent Requirements	None

Unit Schedule

Lecture Week	Lecture Topic
1	Introduction to the Unit: Managing People at Work (also known as HRM)
2	Seeking Competitive Advantage through HRM
3	Job Analysis, Job Design & the Quality of Working Life
4	Recruiting Human Resource
5	Employee Selection
6	Appraising & Managing Performance
7	Managing Diversity
8	Managing Health and Safety at Work
9	READING WEEK to support preparation of group presentations
10	Issues in Training and Career Development
11	Rewarding Employees
12	Evaluating HRM
13	Course Review, Exam Briefing and Final Presentations

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.

Changes since First Published

Date	Description
28/01/2021	Updated Textbook Edition