MGMT7050

Management of People at Work

Session 2, Special circumstances 2021

Department of Management

Contents

Disclaimer

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
Louise Thornthwaite
louise.thornthwaite@mq.edu.au

Credit points
10

Prerequisites
Admission to MRes

Corequisites

Co-badged status

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 & 8
Individual Essay	30%	No	Week 6
Group Presentation	20%	No	Weeks 10-13 (as scheduled)
Literature Review	40%	No	Week 13

Case Studies

Assessment Type [1]: Case study/analysis
Indicative Time on Task [2]: 10 hours
Due: **Weeks 4, 6, 7 & 8**
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.

Group Presentation

Assessment Type [1]: Presentation
Indicative Time on Task [2]: 10 hours
Due: **Weeks 10-13 (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.

Literature Review

Assessment Type [1]: Literature review
Indicative Time on Task [2]: 15 hours

Due: **Week 13**
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.

[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. Cox, A., and Gavin, M., (2021) *Human Resource Management*, 10th 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://il ear n.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	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	Issues in Human Resource Development & Career Planning
9	Reading Week (to prepare group projects)
10	Managing Health and Safety at Work
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). 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.