



MGMT3002

PACE: HRM Project

Session 1, In person/Online-scheduled-weekday, North Ryde 2022

Department of Management

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General Information

Unit convenor and teaching staff

Unit Convenor

Suzanne Fawcus

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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 submissions of assessments

Unless a Special Consideration request has been submitted and approved, no extensions will be granted. There will be a deduction of 10% of the total available assessment-task marks made from the total awarded mark for each 24-hour period or part thereof that the submission is late. Late submissions will only be accepted up to 96 hours after the due date and time.

No late submissions will be accepted for timed assessments – e.g., quizzes, online tests.

Table 1: Penalty calculation based on submission time

Submission time after the due date (including weekends)	Penalty (% of available assessment task mark)	Example: for a non-timed assessment task marked out of 30
< 24 hours	10%	10% x 30 marks = 3-mark deduction
24-48 hours	20%	20% x 30 marks = 6-mark deduction
48-72 hours	30%	30% x 30 marks = 9-mark deduction
72-96 hours	40%	40% x 30 marks = 12-mark deduction
> 96 hours	100%	Assignment won't be accepted

Special Consideration

To request an extension on the due date/time for a timed or non-timed assessment task, you must submit a Special Consideration application. An application for Special Consideration does not guarantee approval.

The approved extension date for a student becomes the new due date for that student. The late submission penalties above then apply as of the new due date.

Assessment Tasks

Name	Weighting	Hurdle	Due
<u>Tutorial Contributions and Discussions</u>	10%	No	Various dates (refer to tutorial schedule)
<u>Group Presentation and Report</u>	40%	No	Presentation - Due weeks 10 to 12; Report - Due in Week 11
<u>Online Final Exam</u>	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 schedule)**

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 to 12; Report - Due in 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 ¹: Examination

Indicative Time on Task ²: 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.

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	Noe, R. (2020) <i>Employee Training & 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: https://ilearn.mq.edu.au/login/
Technology Used and Required	<p>Students are required to have access to a personal computer and familiarise themselves with iLearn (https://ilearn.mq.edu.au/login/).</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">• Number and length of classes: 1 x (approximately) 2 hour lecture and 1 x 1 hour tutorial, i.e. 3 hours per week unless indicated otherwise in the lecture schedule. Classes may vary due to public holiday(s)• Tutorials will commence in Week 2.• 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

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](#)
- [Assessment Procedure](#)
- [Complaints Resolution 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

Academic Integrity

At Macquarie, we believe [academic integrity](#) – honesty, respect, trust, responsibility, fairness and courage – is at the core of learning, teaching and research. We recognise that meeting the expectations required to complete your assessments can be challenging. So, we offer you a range of resources and services to help you reach your potential, including free [online writing an](#)

[d maths support](#), [academic skills development](#) and [wellbeing consultations](#).

Student Support

Macquarie University provides a range of support services for students. For details, visit <http://students.mq.edu.au/support/>

The Writing Centre

[The Writing Centre](#) provides resources to develop your English language proficiency, academic writing, and communication skills.

- [Workshops](#)
- [Chat with a WriteWISE peer writing leader](#)
- [Access StudyWISE](#)
- [Upload an assignment to Studiosity](#)
- [Complete the 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

Macquarie University offers a range of [Student Support Services](#) including:

- [IT Support](#)
- [Accessibility and disability support](#) with study
- Mental health [support](#)
- [Safety support](#) to respond to bullying, harassment, sexual harassment and sexual assault
- [Social support including information about finances, tenancy and legal issues](#)

Student Enquiries

Got a question? Ask us via [AskMQ](#), or contact [Service Connect](#).

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.