MGMT3002
PACE: HRM Project
Session 1, In person/Online-scheduled-weekday, North Ryde 2022
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**

<table>
<thead>
<tr>
<th>Unit convenor and teaching staff</th>
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<tbody>
<tr>
<td>Unit Convenor</td>
</tr>
<tr>
<td>Suzanne Fawcus</td>
</tr>
<tr>
<td><a href="mailto:suzanne.fawcus@mq.edu.au">suzanne.fawcus@mq.edu.au</a></td>
</tr>
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<table>
<thead>
<tr>
<th>Credit points</th>
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<tbody>
<tr>
<td>10</td>
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<table>
<thead>
<tr>
<th>Prerequisites</th>
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<tbody>
<tr>
<td>(HRM201 or MGMT2040) and (HRM250 or MGMT2050)</td>
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<table>
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<tr>
<th>Corequisites</th>
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<tr>
<th>Co-badged status</th>
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<table>
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<tr>
<th>Unit description</th>
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<tr>
<td>This unit explores the role and practice of learning and development (L&amp;D) in organisations with an applied industry component. Through engagement with industry partners, the unit provides students with the opportunity to apply L&amp;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&amp;D.</td>
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**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](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

<table>
<thead>
<tr>
<th>Submission time after the due date (including weekends)</th>
<th>Penalty (% of available assessment task mark)</th>
<th>Example: for a non-timed assessment task marked out of 30</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt; 24 hours</td>
<td>10%</td>
<td>10% x 30 marks = 3-mark deduction</td>
</tr>
<tr>
<td>24-48 hours</td>
<td>20%</td>
<td>20% x 30 marks = 6-mark deduction</td>
</tr>
<tr>
<td>48-72 hours</td>
<td>30%</td>
<td>30% x 30 marks = 9-mark deduction</td>
</tr>
<tr>
<td>72-96 hours</td>
<td>40%</td>
<td>40% x 30 marks = 12-mark deduction</td>
</tr>
<tr>
<td>&gt; 96 hours</td>
<td>100%</td>
<td>Assignment won’t be accepted</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Name</th>
<th>Weighting</th>
<th>Hurdle</th>
<th>Due</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tutorial Contributions and Discussions</td>
<td>10%</td>
<td>No</td>
<td>Various dates (refer to tutorial schedule)</td>
</tr>
<tr>
<td>Group Presentation and Report</td>
<td>40%</td>
<td>No</td>
<td>Presentation - Due weeks 10 to 12; Report - Due in Week 11</td>
</tr>
<tr>
<td>Online Final Exam</td>
<td>50%</td>
<td>No</td>
<td>University Examination Period</td>
</tr>
</tbody>
</table>

https://unitguides.mq.edu.au/unit_offerings/150274/unit_guide/print
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 assessment 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 Learning Skills Unit 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

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<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 (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 |
Unit Schedule
See iLearn.

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/

The Writing Centre
The Writing Centre provides resources to develop your English language proficiency, academic
writing, and communication skills.

- Getting help with your assignment
- 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 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.