MGMT7050

Management of People at Work

Session 1, Online-scheduled-weekday 2022

Department of Management

Contents

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General Information

Unit convenor and teaching staff
Unit Convenor
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Credit points
10

Prerequisites
Admission to MRes

Corequisites

Co-badged status
This 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 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
Case Studies	10%	No	Weeks, 4, 5, 6 and 7
Individual Essay	30%	No	Week 6

Name	Weighting	Hurdle	Due
Group Presentation	20%	No	Week 10-13 as Scheduled
Literature Review	40%	No	Week 12

Case Studies

Assessment Type [1]: Case study/analysis
Indicative Time on Task [2]: 10 hours
Due: **Weeks, 4, 5, 6 and 7**
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: **Week 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 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.

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://ilear 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

Please see iLearn.

Policies and Procedures

Macquarie University policies and procedures are accessible from Policy Central (https://policie s.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). 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

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 and 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.

Changes since First Published

Date	Description
07/02/2022	Updated ULO & Assessment orders. Updated co-badged status.