



MGMT2022

Foundations in Human Resources Law

Session 2, Online-scheduled-weekday 2022

Department of Management

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General Information

Unit convenor and teaching staff Unit Convenor Louise Thornthwaite louise.thornthwaite@mq.edu.au
Credit points 10
Prerequisites 40cp at 1000 level or above
Corequisites
Co-badged status
Unit description This unit provides a foundation for human resources law. It provides students with a grounding in human resources law that will assist them in future management careers. The need to incorporate law into HR practice provides a challenge particularly with ongoing changes to workplace law and management. Areas covered include: the Australian legal system, the development of human resources law, and the relationship of human resources law to other legal areas. Students will analyse the legal aspects of particular case studies relevant to human resources law and critically assess and make judgments on the merits of legal arguments. They will gain skills in problem solving and collaboration.

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: Analyse and describe how employment law is made and enforced in Australia.

ULO2: Apply relevant legal principles and techniques to solve current case problems in human resource law.

ULO3: Critically analyse the merits of legal arguments on particular human resource issues both as individuals and in collaboration.

General Assessment Information

Late Assessment Submission Penalty (written assessments)

Unless a Special Consideration request has been submitted and approved, a 5% penalty (of the total possible mark) will be applied each day a written assessment is not submitted, up until the 7th day (including weekends). After the 7th day, a grade of '0' will be awarded even if the assessment is submitted. Submission time for all written assessments is set at 11.55pm. A 1-hour grace period is provided to students who experience a technical concern.

For any late submissions of time-sensitive tasks, such as scheduled tests/exams, performance assessments/presentations, and/or scheduled practical assessments/labs, students need to submit an application for Special Consideration.

Assessment Tasks

Name	Weighting	Hurdle	Due
<u>Case Study</u>	20%	No	Week 6
<u>Report</u>	30%	No	Week 10
<u>Final Online Examination</u>	50%	No	Final Exam Period

Case Study

Assessment Type 1: Case study/analysis

Indicative Time on Task 2: 15 hours

Due: **Week 6**

Weighting: **20%**

A case study of up to 2,000 words worth 20%.

On successful completion you will be able to:

- Apply relevant legal principles and techniques to solve current case problems in human resource law.
- Critically analyse the merits of legal arguments on particular human resource issues both as individuals and in collaboration.

Report

Assessment Type 1: Report

Indicative Time on Task 2: 20 hours

Due: **Week 10**

Weighting: **30%**

This assessment consists of two components worth 30% in total. The first component is a group report of up to 750 words worth 15%. The second component is an individual reflective writing exercise of up to 750 words worth 15%.

On successful completion you will be able to:

- Analyse and describe how employment law is made and enforced in Australia.
- Apply relevant legal principles and techniques to solve current case problems in human resource law.
- Critically analyse the merits of legal arguments on particular human resource issues both as individuals and in collaboration.

Final Online Examination

Assessment Type ¹: Examination

Indicative Time on Task ²: 15 hours

Due: **Final Exam Period**

Weighting: **50%**

A two-hour final examination, administered via iLearn and worth 50% will be held during the University Examination Period.

On successful completion you will be able to:

- Analyse and describe how employment law is made and enforced in Australia.
- Apply relevant legal principles and techniques to solve current case problems in human resource law.
- Critically analyse the merits of legal arguments on particular human resource issues both as individuals and in collaboration.

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	Stewart, Andrew. (2018). <i>Stewart's Guide to Employment Law</i> . 6th Edition. The Federation Press. ISBN: 9781760021542
Unit Web Page	The web page for this unit can be found at: https://ilearn.mq.edu.au
Technology Used and Required	Students are required to have access to a personal computer and internet access, as well as familiarise themselves with iLearn (https://ilearn.mq.edu.au). 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 the links 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://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>)

[du.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.