Contents

General Information 2
Learning Outcomes 2
General Assessment Information 3
Assessment Tasks 3
Delivery and Resources 5
Unit Schedule 5
Policies and Procedures 5

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General Information

Unit convenor and teaching staff
Unit Convenor
Nikola Balnave
nikki.balnave@mq.edu.au

Credit points
10

Prerequisites
HRM107 or MGMT1007

Corequisites

Co-badged status

Unit description
This unit provides an institutional analysis of the macro issues related to managing people at work. These institutions are examined within the broader macroeconomic environment which considers the economic, political, social, and institutional context of work. A stakeholder perspective is used to analyse the way management, labour and the state and other key stakeholders interact to structure the employment relationship. Topics include the regulatory framework, bargaining structures and processes, conflict and co-operation, and the impact change and reform has on institutional actors.

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: Identify and describe the different theoretical approaches to the study and practice of employment relations.

ULO2: Identify internal and external stakeholders in the employment relationship and critically analyse the way that these stakeholders interact to shape the regulation of contemporary work practices.

ULO3: Critically evaluate a range of ethical issues pertaining to the employment relationship and the type of impact these issues can have on stakeholders in
contemporary employment relationships.

**General Assessment Information**

**Late Assessment Submission Penalty**

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](https://unitguides.mq.edu.au/unit_offerings/159875/unit_guide/print).

**Assessment Tasks**

<table>
<thead>
<tr>
<th>Name</th>
<th>Weighting</th>
<th>Hurdle</th>
<th>Due</th>
</tr>
</thead>
<tbody>
<tr>
<td>Case Study</td>
<td>20%</td>
<td>No</td>
<td>Week 6</td>
</tr>
<tr>
<td>Examination</td>
<td>40%</td>
<td>No</td>
<td>University Examination Period</td>
</tr>
<tr>
<td>Report</td>
<td>40%</td>
<td>No</td>
<td>Week 10</td>
</tr>
</tbody>
</table>

**Case Study**

Assessment Type: Case study/analysis

Indicative Time on Task: 15 hours

Due: **Week 6**

Weighting: **20%**

A case study of up to 1,000 words worth 20%.

On successful completion you will be able to:

- Identify and describe the different theoretical approaches to the study and practice of employment relations.
- Identify internal and external stakeholders in the employment relationship and critically analyse the way that these stakeholders interact to shape the regulation of contemporary work practices.
- Critically evaluate a range of ethical issues pertaining to the employment relationship and the type of impact these issues can have on stakeholders in contemporary
employment relationships.

Examination
Assessment Type 1: Examination
Indicative Time on Task 2: 15 hours
Due: University Examination Period
Weighting: 40%

A two-hour final examination and worth 40% will be held during the University Examination Period.

On successful completion you will be able to:
- Identify and describe the different theoretical approaches to the study and practice of employment relations.
- Identify internal and external stakeholders in the employment relationship and critically analyse the way that these stakeholders interact to shape the regulation of contemporary work practices.

Report
Assessment Type 1: Report
Indicative Time on Task 2: 20 hours
Due: Week 10
Weighting: 40%

A report of up to 2,000 words worth 40%.

On successful completion you will be able to:
- Identify and describe the different theoretical approaches to the study and practice of employment relations.
- Identify internal and external stakeholders in the employment relationship and critically analyse the way that these stakeholders interact to shape the regulation of contemporary work practices.

1 If you need help with your assignment, please contact:
 Delivery and Resources

Please see iLearn for further information.

Unit Schedule

Please see iLearn for further information.

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
- 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
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 Advocacy provides independent advice on MQ policies, procedures, and processes
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.