



MGMT2050

Staffing Organisations

Session 1, Online-scheduled-weekday 2023

Department of Management

Contents

| | |
|---|---|
| <u>General Information</u> | 2 |
| <u>Learning Outcomes</u> | 2 |
| <u>General Assessment Information</u> | 2 |
| <u>Assessment Tasks</u> | 3 |
| <u>Delivery and Resources</u> | 4 |
| <u>Unit Schedule</u> | 4 |
| <u>Policies and Procedures</u> | 5 |
| <u>Changes from Previous Offering</u> | 6 |

Disclaimer

Macquarie University has taken all reasonable measures to ensure the information in this publication is accurate and up-to-date. However, the information may change or become out-dated as a result of change in University policies, procedures or rules. The University reserves the right to make changes to any information in this publication without notice. Users of this publication are advised to check the website version of this publication [or the relevant faculty or department] before acting on any information in this publication.

General Information

Unit convenor and teaching staff

Unit convenor

Denise Jepsen

denise.jepsen@mq.edu.au

Contact via Email please

See iLearn for details

Credit points

10

Prerequisites

HRM107 or MGMT1007

Corequisites

Co-badged status

Unit description

This unit addresses staffing organisations. It examines measurement and decision making in HR selection, job analysis techniques, performance prediction, attraction strategies, and selection methods. Students will be able to explain the role of HR measurement and evaluate staffing programs in a variety of organisational settings. The unit takes a technical approach and both the scholarly literature and applied practices of specialist topics are examined.

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 explain the role of HR measurement, reliability and validity in staffing decision making.

ULO2: Critically evaluate staffing processes and decision making.

ULO3: Describe and assess a range of sustainable, best practice staffing processes.

ULO4: Communicate effectively in both scholarly and professional contexts.

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 |
|-----------------------------------|-----------|--------|--------------------------|
| Literature review | 30% | No | Week 7 |
| Discussion forum | 20% | No | Weeks 7, 8, 9, 10 and 11 |
| Report | 50% | No | Week 12 |

Literature review

Assessment Type ¹: Literature review

Indicative Time on Task ²: 20 hours

Due: **Week 7**

Weighting: **30%**

A literature review of up to 1,200 worth 30%.

On successful completion you will be able to:

- Critically evaluate staffing processes and decision making.
- Communicate effectively in both scholarly and professional contexts.

Discussion forum

Assessment Type ¹: Participatory task

Indicative Time on Task ²: 5 hours

Due: **Weeks 7, 8, 9, 10 and 11**

Weighting: **20%**

Discussion forum post and response each of five weeks, worth 4% each, total 20%

On successful completion you will be able to:

- Analyse and explain the role of HR measurement, reliability and validity in staffing decision making.
- Critically evaluate staffing processes and decision making.
- Describe and assess a range of sustainable, best practice staffing processes.
- Communicate effectively in both scholarly and professional contexts.

Report

Assessment Type ¹: Report

Indicative Time on Task ²: 30 hours

Due: **Week 12**

Weighting: **50%**

A 2,000 word report worth 50%.

On successful completion you will be able to:

- Analyse and explain the role of HR measurement, reliability and validity in staffing decision making.
- Critically evaluate staffing processes and decision making.
- Describe and assess a range of sustainable, best practice staffing processes.
- Communicate effectively in both scholarly and professional contexts.

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

Refer to iLearn.

Unit Schedule

Refer to 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 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.

Changes from Previous Offering

The unit has been updated with a newer edition of the textbook to reflect current research and practice. The assessments have been updated in accordance with current practices and incorporate the use of artificial intelligence as a learning tool. The discussion boards have

increased in value from 2 marks each to 4 marks each, the literature review is now worth 30%, and the final report is now worth 50%. The final exam has been removed.