



MGMT8052

Managing Performance and Rewards

Session 2, In person-scheduled-weekday, North Ryde 2024

Department of Management

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General Information

Unit convenor and teaching staff

Suzanne Fawcus

suzanne.fawcus@mq.edu.au

Credit points

10

Prerequisites

MGMT6051

Corequisites

Co-badged status

Unit description

The effective management of employee performance and rewards in organisations is crucial for organisational productivity, success and sustainability. This unit examines the important interactions between three critical aspects of HRM: job evaluation, performance management and employee remuneration and benefits. Drawing on theory and contemporary practice, the unit adopts a strategic perspective by examining how the purposive design of remuneration and employee performance systems can serve organisational and employee needs while meeting equity, ethics and efficiency objectives.

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: Assess the strategic challenges posed by internal and external labour markets in managing employee performance and reward systems in modern organisations.

ULO2: Research and critically evaluate the interplay between managing job evaluation, performance management (individual and team), and rewards.

ULO3: Compare the strengths and limitations of different performance management and reward systems in terms of their impact on organisations and employees.

ULO4: Develop the capacity to design and implement a performance management and reward system.

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
Report	30%	No	Week 5
Reward & recognition	40%	No	Week 8 (presentation) Week 10 (report)
Final Assessment	30%	No	Week 13

Report

Assessment Type ¹: Report

Indicative Time on Task ²: 20 hours

Due: **Week 5**

Weighting: **30%**

An individual case study of up to 2,000 words worth 30%.

On successful completion you will be able to:

- Assess the strategic challenges posed by internal and external labour markets in managing employee performance and reward systems in modern organisations.
- Compare the strengths and limitations of different performance management and reward systems in terms of their impact on organisations and employees.
- Develop the capacity to design and implement a performance management and reward system.

Reward & recognition

Assessment Type ¹: Practice-based task

Indicative Time on Task ²: 20 hours

Due: **Week 8 (presentation) Week 10 (report)**

Weighting: **40%**

This assessment consists of two components worth 40% in total. The first component is a group presentation worth 20%. The second component is an individual report of up to 1,200 words worth 20%.

On successful completion you will be able to:

- Research and critically evaluate the interplay between managing job evaluation, performance management (individual and team), and rewards.
- Compare the strengths and limitations of different performance management and reward systems in terms of their impact on organisations and employees.
- Develop the capacity to design and implement a performance management and reward system.

Final Assessment

Assessment Type ¹: Essay

Indicative Time on Task ²: 15 hours

Due: **Week 13**

Weighting: **30%**

An individual essay with a reflective component up to 2,000

On successful completion you will be able to:

- Assess the strategic challenges posed by internal and external labour markets in managing employee performance and reward systems in modern organisations.
- Compare the strengths and limitations of different performance management and reward systems in terms of their impact on organisations and employees.
- Develop the capacity to design and implement a performance management and reward system.

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

See table in ilearn for further details

Unit Schedule

Week	Topic
1	Performance and reward concepts
2	Strategic alignment and psychological engagement
3	Evaluating and measuring performance for results
4	From measurement to conversation
5	From conversation to development
6	Designing pay structures
7	Rewarding individuals and teams
8	Ethical and inclusive reward practices
Inter-semester break - 16 September to 29 September	
9	Employee benefits
10	Reward management (HRM)
11	Executive reward
12	Future practices for managing performance and reward
13	Unit review

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.

Unit information based on version 2024.04 of the [Handbook](#)