



MGMT2040

Workplace Relations

Session 2, Online-scheduled-weekday 2024

Department of Management

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General Information

Unit convenor and teaching staff

Renee Cunial

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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 (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 apply for [*Special Consideration*](#).

Assessment Tasks

| Name | Weighting | Hurdle | Due |
|---|-----------|--------|--|
| <u>Active Engagement Task</u> | 20% | No | Weeks 2-13 |
| <u>Case Study</u> | 30% | No | Week 6 |
| <u>Research Project</u> | 50% | No | Week 11 (Group) and Week 13 (Individual) |

Active Engagement Task

Assessment Type ¹: Participatory task

Indicative Time on Task ²: 15 hours

Due: **Weeks 2-13**

Weighting: **20%**

This participatory task will comprise of students' completion of tutorial tasks in class, contribution to tutorial discussions, and interaction in tutorials.

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.

Case Study

Assessment Type ¹: Case study/analysis

Indicative Time on Task ²: 15 hours

Due: **Week 6**

Weighting: **30%**

A case study of up to 1,000 words.

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.

Research Project

Assessment Type ¹: Report

Indicative Time on Task ²: 20 hours

Due: **Week 11 (Group) and Week 13 (Individual)**

Weighting: **50%**

Group (20%)

Over a six-week period, students are to work in small groups to identify clauses relating to specific issues in two enterprise agreements, and to compare the clauses and/or provisions in each enterprise agreement to each other and to the relevant Awards.

Individual (30%)

Drawing on their group work and additional research, students will complete an individual report of 1500 words based on their findings.

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:

- 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 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.

Unit information based on version 2024.03 of the [Handbook](#)