



MGMT3002

PACE: HRM Project

Session 1, Online-scheduled-weekday 2024

Department of Management

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General Information

Unit convenor and teaching staff

Suzanne Fawcus

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Credit points

10

Prerequisites

(Admission to BBA or BBus or BCom) and 130cp at 1000 level or above including 10cp at 3000 level

Corequisites

Co-badged status

Unit description

This unit explores the role and practice of learning and development (L&D) in organisations with an applied industry component. Through engagement with industry partners, the unit provides students with the opportunity to apply L&D principles, concepts, theories and skills to key aspects of the training and development function. Through this, students will develop a broad view of the complex and contested issues that confront organisations when constructing systems of learning and knowledge generation. Students will also gain an appreciation of the strategic choices available and key practical challenges in L&D. Visit [Employability Connect](#) for important information on this unit including required preparation and closing dates for PACE activities.

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: Apply key concepts, theory and principles of HRM in analysing contemporary learning, development and training issues.

ULO2: Develop solutions to HR business problems and communicate solutions through the principles of consultancy management.

ULO3: Work collaboratively within a student group on undertaking, producing and delivering a group project.

ULO4: Critically assess the strategic choices available in relation to HR concepts and processes.

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 |
|--|-----------|--------|--------------------------------------|
| Tutorial Contributions and Discussions | 20% | No | Weeks 4, 6, 7 & 8 |
| Project Plan | 15% | No | Week 5 |
| Project Report | 45% | No | Week 11 |
| Reflective Writing | 20% | No | During the formal examination period |

Tutorial Contributions and Discussions

Assessment Type ¹: Participatory task

Indicative Time on Task ²: 12 hours

Due: **Weeks 4, 6, 7 & 8**

Weighting: **20%**

Class participation is assessed by a student's engagement in discussions facilitated by the lecturer, contributions to online discussion forums, or general questions asked during lectures or tutorials. Participation is expected to be well considered and relevant to the topic.

On successful completion you will be able to:

- Work collaboratively within a student group on undertaking, producing and delivering a

group project.

Project Plan

Assessment Type ¹: Plan

Indicative Time on Task ²: 13 hours

Due: **Week 5**

Weighting: **15%**

Collaborative task where students develop a detailed roadmap outlining tasks, timelines, and resources required for a project.

On successful completion you will be able to:

- Apply key concepts, theory and principles of HRM in analysing contemporary learning, development and training issues.
- Develop solutions to HR business problems and communicate solutions through the principles of consultancy management.
- Work collaboratively within a student group on undertaking, producing and delivering a group project.
- Critically assess the strategic choices available in relation to HR concepts and processes.

Project Report

Assessment Type ¹: Project

Indicative Time on Task ²: 40 hours

Due: **Week 11**

Weighting: **45%**

Collaborative assignment where students work together to achieve a common goal, combining their skills and knowledge for a shared outcome with individual and group components.

On successful completion you will be able to:

- Apply key concepts, theory and principles of HRM in analysing contemporary learning, development and training issues.
- Develop solutions to HR business problems and communicate solutions through the principles of consultancy management.

- Work collaboratively within a student group on undertaking, producing and delivering a group project.
- Critically assess the strategic choices available in relation to HR concepts and processes.

Reflective Writing

Assessment Type ¹: Reflective Writing

Indicative Time on Task ²: 15 hours

Due: **During the formal examination period**

Weighting: **20%**

Self-assessment exercise encouraging students to critically analyse their learning experiences and insights for personal growth and improvement.

On successful completion you will be able to:

- Apply key concepts, theory and principles of HRM in analysing contemporary learning, development and training issues.
- Critically assess the strategic choices available in relation to HR concepts and processes.

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 for further details

Unit Schedule

See ilearn for further details

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 ULOs have been reviewed and updated.

The assessments have been reviewed and updated

There is no formal final examination.

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