MGMT3015

Managing Performance and Rewards

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

Department of Management

Contents

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General Information

Unit convenor and teaching staff
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Credit points
10

Prerequisites
(HRM201 or MGMT2040) and (HRM250 or MGMT2050)

Corequisites

Co-badged status

Unit description
This unit examines the role of remuneration and performance management systems in contemporary organisations. Utilising theory and practical examples, the unit will enable students to identify the essential elements required to design a comprehensive remuneration and performance management system that delivers strategic value to a range of stakeholders, including the organisation and workers. Problem solving skills will be emphasised.

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 apply the different approaches to managing performance and reward systems in contemporary organisations.

ULO2: Explore and critically evaluate the theoretical underpinnings of performance and reward strategies, applying this theoretical knowledge to solve problems and develop outcomes relating to performance and reward systems within a number of organisational contexts.

ULO3: Critically analyse and compare contemporary performance and rewards strategies individually or within a group to identify their strengths, weaknesses and impact on stakeholders and organisational performance.

ULO4: Evaluate and communicate the strategic value that performance and reward

strategy contribute to the holistic development of contemporary Human Resource Management (HRM) systems in support of delivering organisational goals.

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 apply for Special Consideration.

Assessment Tasks

Name	Weighting	Hurdle	Due
Group Presentation and Report	40%	No	Week 3 onwards
Case Study	40%	No	Week 13
Active Participation	20%	No	Week 2 onwards

Group Presentation and Report

Assessment Type [1]: Project
Indicative Time on Task [2]: 20 hours
Due: **Week 3 onwards**
Weighting: **40%**

This assessment requires students to apply course concepts, theory, and empirical evidence to demonstrate their knowledge in the form of a group presentation and report.

On successful completion you will be able to:
• Explore and critically evaluate the theoretical underpinnings of performance and reward strategies, applying this theoretical knowledge to solve problems and develop outcomes relating to performance and reward systems within a number of organisational contexts.
• Critically analyse and compare contemporary performance and rewards strategies individually or within a group to identify their strengths, weaknesses and impact on

stakeholders and organisational performance.

- Evaluate and communicate the strategic value that performance and reward strategy contribute to the holistic development of contemporary Human Resource Management (HRM) systems in support of delivering organisational goals.

Case Study

Assessment Type [1]: Report
Indicative Time on Task [2]: 20 hours
Due: **Week 13**
Weighting: **40%**

This assessment requires students to provide an analysis of the problem in the case provided, and to explain, discuss, and argue for an appropriate strategy based on the (critical appraisal of the) available evidence within the context of the unit's content.

On successful completion you will be able to:

- Identify and apply the different approaches to managing performance and reward systems in contemporary organisations.
- Explore and critically evaluate the theoretical underpinnings of performance and reward strategies, applying this theoretical knowledge to solve problems and develop outcomes relating to performance and reward systems within a number of organisational contexts.
- Critically analyse and compare contemporary performance and rewards strategies individually or within a group to identify their strengths, weaknesses and impact on stakeholders and organisational performance.
- Evaluate and communicate the strategic value that performance and reward strategy contribute to the holistic development of contemporary Human Resource Management (HRM) systems in support of delivering organisational goals.

Active Participation

Assessment Type [1]: Practice-based task
Indicative Time on Task [2]: 15 hours
Due: **Week 2 onwards**
Weighting: **20%**

The purpose of this assessment is to create an interactive and engaging learning environment that empowers students to take an active role in their education.

On successful completion you will be able to:

- Identify and apply the different approaches to managing performance and reward systems in contemporary organisations.
- Explore and critically evaluate the theoretical underpinnings of performance and reward strategies, applying this theoretical knowledge to solve problems and develop outcomes relating to performance and reward systems within a number of organisational contexts.
- Critically analyse and compare contemporary performance and rewards strategies individually or within a group to identify their strengths, weaknesses and impact on stakeholders and organisational performance.

[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

Please refer to this unit's iLearn page.

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 connect.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 the Service Connect Portal, 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