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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
Hector Viveros Tapia
hector.viveros@mq.edu.au

Credit points
10

Prerequisites
130cp at 1000 level or above

Corequisites
HRM300 or MGMT3002 or HRM307 or MGMT3007 or HRM317 or MGMT3017

Co-badged status

Unit description
This unit is aimed at teaching students to apply knowledge and skills gained in human resources management (HRM) in an integrated way to organisations. The unit reviews and applies theoretical perspectives on strategic HRM to case studies of organisations. It provides the intellectual and practical tools for students to evaluate various approaches to the conception, planning, implementation and evaluation of strategic policy and practice in key functional areas of HRM. Students will develop graduate capabilities in critical, analytical and integrative thinking and effective communication in relation to the development of strategic responses to contemporary HR issues.

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: Critically analyse and communicate the strategic role that key HR theories and practices have in determining the success of an organisation.
ULO2: Evaluate the role HR metrics play in strategic decision making within an organisation.
ULO3: Analyse the impact of strategic HRM in the context of the modern organisation.
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

<table>
<thead>
<tr>
<th>Name</th>
<th>Weighting</th>
<th>Hurdle</th>
<th>Due</th>
</tr>
</thead>
<tbody>
<tr>
<td>Active Engagement Task</td>
<td>20%</td>
<td>No</td>
<td>From Week 2 onwards</td>
</tr>
<tr>
<td>Essay</td>
<td>30%</td>
<td>No</td>
<td>Week 7</td>
</tr>
<tr>
<td>Facilitation</td>
<td>20%</td>
<td>No</td>
<td>Week 10</td>
</tr>
<tr>
<td>Final Project</td>
<td>30%</td>
<td>No</td>
<td>Week 13</td>
</tr>
</tbody>
</table>

Active Engagement Task

Assessment Type 1: Participatory task
Indicative Time on Task 2: 10 hours
Due: From Week 2 onwards
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:

• Critically analyse and communicate the strategic role that key HR theories and practices have in determining the success of an organisation.
• Evaluate the role HR metrics play in strategic decision making within an organisation.
• Analyse the impact of strategic HRM in the context of the modern organisation.
Essay
Assessment Type 1: Essay
Indicative Time on Task 2: 15 hours
Due: Week 7
Weighting: 30%

An essay of up to 1,500 words, worth 30%.

On successful completion you will be able to:
- Critically analyse and communicate the strategic role that key HR theories and practices have in determining the success of an organisation.
- Evaluate the role HR metrics play in strategic decision making within an organisation.

Facilitation
Assessment Type 1: Facilitation
Indicative Time on Task 2: 10 hours
Due: Week 10
Weighting: 20%

Individual class facilitation of up to 10min.

On successful completion you will be able to:
- Critically analyse and communicate the strategic role that key HR theories and practices have in determining the success of an organisation.
- Analyse the impact of strategic HRM in the context of the modern organisation.

Final Project
Assessment Type 1: Project
Indicative Time on Task 2: 20 hours
Due: Week 13
Weighting: 30%

Individual project.
On successful completion you will be able to:

- Critically analyse and communicate the strategic role that key HR theories and practices have in determining the success of an organisation.
- Analyse the impact of strategic HRM in the context of the modern organisation.

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

Unit Schedule
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 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
Unit guide MGMT3028 Strategic Human Resource Management

- 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