MGMT8050

Management of People at Work

Session 1, In person-scheduled-weekday, North Ryde 2024

Department of Management

Contents

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General Information

Unit convenor and teaching staff
Convenor
Professor Louise Thornthwaite
louise.thornthwaite@mq.edu.au
Contact via Email
Room 628, E4A (4 Eastern Road)
Tuesday 1pm- 2.45pm

Credit points
10

Prerequisites
MGMT6051 or (Admission to MIntBus and MKTG6096)

Corequisites

Co-badged status
MGMT 8050 IS CO-BADGED WITH MGMT 7050

Unit description
This unit provides students with contemporary knowledge and skills concerning the effective management of people at work. The unit reviews the key systems required for organisations to effectively manage their people in the context of their overall business strategy and the allied managerial skills required for successful implementation. Students learn what the options are for recruitment, selection, development, performance management, reward systems and other fundamental aspects of managing people and the key challenges facing organisations. A particular focus of this unit is the requirement for students to critically evaluate real organisational practices against contemporary theory as well as long established principles.

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:** Evaluate recent developments and contemporary issues in managing people at work.

ULO2: Defend the importance of thinking strategically about HRM from different theoretical perspectives and the implications for the roles of HR professionals.

ULO3: Critically analyse HR policies and practices against contemporary theory and established principles.

ULO4: Design HR strategies in key areas of practice that support the creation of value and competitive advantage while also promoting employee wellbeing and decent work.

General Assessment Information

Late Assessment Submission Policy

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
Participation Task	10%	No	Various
Individual Essay	40%	No	Week 7
Group Presentation	20%	No	Various - Weeks 9 to 12
Report	30%	No	Week 13

Participation Task

Assessment Type [1]: Participatory task
Indicative Time on Task [2]: 10 hours
Due: **Various**
Weighting: **10%**

Students participate in groups to discuss and analyse 4 case studies over 4 different topics and submit a group-based written set of answers to the case study questions.

On successful completion you will be able to:

- Evaluate recent developments and contemporary issues in managing people at work.
- Defend the importance of thinking strategically about HRM from different theoretical perspectives and the implications for the roles of HR professionals.
- Design HR strategies in key areas of practice that support the creation of value and competitive advantage while also promoting employee wellbeing and decent work.

Individual Essay

Assessment Type [1]: Essay
Indicative Time on Task [2]: 15 hours
Due: **Week 7**
Weighting: **40%**

This assessment is worth 40% in total. It is an 1,500 word individual essay.

On successful completion you will be able to:
- Evaluate recent developments and contemporary issues in managing people at work.
- Defend the importance of thinking strategically about HRM from different theoretical perspectives and the implications for the roles of HR professionals.
- Critically analyse HR policies and practices against contemporary theory and established principles.

Group Presentation

Assessment Type [1]: Presentation
Indicative Time on Task [2]: 10 hours
Due: **Various - Weeks 9 to 12**
Weighting: **20%**

This is a group presentation by a team and worth 20% of the Unit.

On successful completion you will be able to:
- Defend the importance of thinking strategically about HRM from different theoretical perspectives and the implications for the roles of HR professionals.
- Critically analyse HR policies and practices against contemporary theory and established principles.
- Design HR strategies in key areas of practice that support the creation of value and

competitive advantage while also promoting employee wellbeing and decent work.

Report

Assessment Type [1]: Report
Indicative Time on Task [2]: 15 hours
Due: **Week 13**
Weighting: **30%**

This is an individual report of 1200 words linked to the group presentation. It requires an individual critical analysis of people management issues covered in the group presentation and is worth 30% of the Unit.

On successful completion you will be able to:

- Defend the importance of thinking strategically about HRM from different theoretical perspectives and the implications for the roles of HR professionals.
- Critically analyse HR policies and practices against contemporary theory and established principles.
- Design HR strategies in key areas of practice that support the creation of value and competitive advantage while also promoting employee wellbeing and decent work.

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[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 for all other details on the Delivery and Resources for this Unit

Unit Schedule

Refer to this Unt's iLearn page for details of the Unit schedule.

Policies and Procedures

Macquarie University policies and procedures are accessible from Policy Central (https://policie

s.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
- 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 2024.06 of the Handbook