



MGMT3002

PACE: HRM Project

Session 1, Online-scheduled-weekday 2025

Department of Management

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General Information

Unit convenor and teaching staff

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Credit points

10

Prerequisites

130cp at 1000 level or above

Corequisites

MGMT3015 or MGMT3028 or MGMT3000 or MGMT3017

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 submit an application for Special Consideration.

Assessment Tasks

Name	Weighting	Hurdle	Due
Active Engagement	30%	No	Weeks 4,6,7 & 8
Industry Project	50%	No	Group presentations Weeks 10, 11 & 12; Report due 22 May
Reflection	20%	No	Week 13, Thursday 29 May

Active Engagement

Assessment Type ¹: Participatory task

Indicative Time on Task ²: 15 hours

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

Weighting: **30%**

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:

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

Industry Project

Assessment Type ¹: Project

Indicative Time on Task ²: 50 hours

Due: **Group presentations Weeks 10, 11 & 12; Report due 22 May**

Weighting: **50%**

The purpose of this assignment is for students to draw on knowledge and skills developed in the major in order to respond to an industry partner brief. Performance will be assessed collectively and individually.

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.

Reflection

Assessment Type ¹: Reflective Writing

Indicative Time on Task ²: 20 hours

Due: **Week 13, Thursday 29 May**

Weighting: **20%**

The purpose of this assessment is to have students critically reflect on how the Industry Partner Project has helped them develop discipline-specific knowledge, skills, and abilities, and how it has contributed to their professional and personal growth.

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

Two hour weekly tutorials.

Two hour tutorials are offered online and face to face on campus. Tutorials will commence in Week 2 The timetable for classes can be found on the University web site at:
<http://www.timetables.mq.edu.au/>

Unit Schedule

Week - Lecture topic

- 1 - Intro to HRM field of learning, T&D (textbook chpt 1)
- 2 - The Theories of learning and application (Chpt4)
- 3 - The systematic training Model 1 - training needs analysis (Chpt 3)
- 4 - **Presentation by Industry Partner**
- 5 - The systematic training model 2: Training Design (Chpt 5)
- 6 - The systematic training model 3 (Chpt 7 & 8)
- 7 - The systematic training model 4 (Chpt 4)

Intersemester break

8 - Training Evaluation (Chpt 6)

9 - Employee Development (Chpt 9)

10 - Linking employee development to career management: (Chpt 10)

11 - Special issues: management & leadership

12 - Organising and marketing of the HRD function

13 - Presentation of 'winning' project/proposal to Industry partner

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 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.

Changes from Previous Offering

Changes to Assessment structure:

Replace Assessment 1 Tutorial participation and discussion 20% with Assessment 1 Active engagement 30%

Moved Project Planning 5% into Assessment 2 Project Report (& Presentation) 50%

Assessment 3 - reflective individual task remains the same (no change)

Unit information based on version 2025.03 of the [Handbook](#)