



MGMT2040

Workplace Relations

Session 2, Online-scheduled-weekday 2026

Department of Management

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General Information

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Credit points 10
Prerequisites MGMT1007
Corequisites MGMT2050
Co-badged status
Unit description This unit provides an institutional analysis of the macro issues related to managing people at work. These institutions are examined within the broader macroeconomic environment which considers the economic, political, social, and institutional context of work. A stakeholder perspective is used to analyse the way management, labour and the state and other key stakeholders interact to structure the employment relationship. Topics include the regulatory framework, bargaining structures and processes, conflict and co-operation, and the impact change and reform has on institutional actors.

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 describe the different theoretical approaches to the study and practice of employment relations.
- ULO2:** Identify internal and external stakeholders in the employment relationship and critically analyse the way that these stakeholders interact to shape the regulation of contemporary work practices.
- ULO3:** Critically evaluate a range of ethical issues pertaining to the employment relationship and the type of impact these issues can have on stakeholders in

contemporary employment relationships.

General Assessment Information

Late Assessment Submission Penalty (written assessments)

If you submit your assessment late, 5% of the total possible marks will be deducted for each day (including weekends), up to 7 days. Submissions more than 7 days late will receive a mark of 0.

Example 1 (out of 100): If you score 85/100 but submit 20 hours late, you will lose 5 marks and receive 80/100.

Example 2 (out of 30): If you score 27/30 but submit 20 hours late, you will lose 1.5 marks and receive 25.5/30.

Extensions:

Automatic short extension: Some assessments are eligible for automatic short extension. You can only apply for an automatic short extension before the due date.

Special Consideration: If you need more time due to serious issues and for any assessments that are not eligible for Short Extension, you must apply for Special Consideration. Need help? Review the [Special Consideration page](#) for further details.

Assessment Tasks

Name	Weighting	Hurdle	Due	Groupwork/Individual	Short Extension	AI Approach
Skills development: Contemporary industrial relations analysis	30%	No	04/09/2026	Individual	Yes	Open
Skills development: Industrial instruments in practice	30%	No	23/10/2026	Group	No	Open
Professional practice: Enterprise agreement comparative analysis	40%	No	06/11/2026	Individual	Yes	Open

Skills development: Contemporary industrial relations analysis

Assessment Type ¹: Problem-based task

Indicative Time on Task ²: 15 hours

Due: **04/09/2026**

Weighting: **30%**

Groupwork/Individual: Individual

Short extension ³: Yes

AI Approach: Open

The purpose of this assessment is to develop your ability to critically analyse a contemporary industrial or employment relations issue, and apply ethical reasoning and stakeholder analysis to real-world workplace dynamics.

You will respond to a structured set of questions based on a selected case, drawing on set readings, lectures, and independent research to evaluate stakeholder interests and ethical considerations.

Skills in focus:

- Critical thinking and problem solving
- Discipline knowledge
- Communication skills
- Global, ethical and environmental citizenship

Deliverable(s): Written report [max 1000 words]

Individual assessment

On successful completion you will be able to:

- Identify and describe the different theoretical approaches to the study and practice of employment relations.
- Identify internal and external stakeholders in the employment relationship and critically analyse the way that these stakeholders interact to shape the regulation of contemporary work practices.
- Critically evaluate a range of ethical issues pertaining to the employment relationship and the type of impact these issues can have on stakeholders in contemporary employment relationships.

Skills development: Industrial instruments in practice

Assessment Type ¹: Portfolio

Indicative Time on Task ²: 15 hours

Due: **23/10/2026**

Weighting: **30%**

Groupwork/Individual: Group

Short extension ³: No

AI Approach: Open

The purpose of this assessment is to help you understand how employment rights and conditions are shaped by industrial instruments, by interpreting and comparing enterprise agreements and awards.

You will work in teams to identify, analyse, and compare provisions in enterprise agreements and

relevant awards.

Skills in focus:

- Work readiness
- Collaboration and communication
- Discipline knowledge

Deliverable(s): Group portfolio

Group assessment

On successful completion you will be able to:

- Identify and describe the different theoretical approaches to the study and practice of employment relations.
- Identify internal and external stakeholders in the employment relationship and critically analyse the way that these stakeholders interact to shape the regulation of contemporary work practices.
- Critically evaluate a range of ethical issues pertaining to the employment relationship and the type of impact these issues can have on stakeholders in contemporary employment relationships.

Professional practice: Enterprise agreement comparative analysis

Assessment Type ¹: Problem-based task

Indicative Time on Task ²: 20 hours

Due: **06/11/2026**

Weighting: **40%**

Groupwork/Individual: Individual

Short extension ³: Yes

AI Approach: Open

The purpose of this assessment is to develop your ability to interpret and compare enterprise agreements and awards, enhancing your understanding of contemporary employment relations regulation and workplace rights.

You will build on your group's portfolio and conduct further research to compare the two enterprise agreements your group investigated. You will compare each enterprise agreement to the relevant award, evaluating the implications for employee wages, conditions, and power dynamics in employment relations.

Skills in focus:

- Work readiness
- Collaboration and communication
- Discipline knowledge
- Critical thinking and problem solving

Deliverable(s): Written report [max 1500 words]

Individual assessment

On successful completion you will be able to:

- Identify and describe the different theoretical approaches to the study and practice of employment relations.
- Identify internal and external stakeholders in the employment relationship and critically analyse the way that these stakeholders interact to shape the regulation of contemporary work practices.

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
- [Academic Success](#) 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.

³ An automatic short extension is available for some assessments. Apply through the [Service Connect Portal](#).

Delivery and Resources

Please see iLearn.

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/>

Academic Success

[Academic Success](#) provides resources to develop your English language proficiency, academic writing, and communication skills.

- [Ask a Study Coach](#)
- [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 <https://students.mq.edu.au/support/technology/service-desk>.

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 2026.04 of the [Handbook](#)