



MGMT2050

Staffing Organisations

Session 2, Online-scheduled-weekday 2026

Department of Management

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General Information

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Contact via Email

By appointment on request

Tutor

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Credit points

10

Prerequisites

50cp at 1000 level or above

Corequisites

Co-badged status

Unit description

This unit addresses staffing organisations. It examines measurement and decision making in HR selection, job analysis techniques, performance prediction, attraction strategies, and selection methods. Students will be able to explain the role of HR measurement and evaluate staffing programs in a variety of organisational settings. The unit takes a technical approach and both the scholarly literature and applied practices of specialist topics are examined.

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: Analyse and explain the role of HR measurement, reliability and validity in staffing decision making.

ULO2: Critically evaluate staffing processes and decision making.

ULO3: Describe and assess a range of sustainable, best practice staffing processes.

ULO4: Communicate effectively in both scholarly and professional contexts.

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
Professional practice: Workshop facilitation	30%	No	Week 4 to 11	Group	No	Observed
Skills development: Evaluating professional practice in HR contexts	30%	No	17/09/2026	Individual	Yes	Open AI
Professional practice: Talent acquisition design	40%	No	29/10/2026	Individual	Yes	Open AI

Professional practice: Workshop facilitation

Assessment Type ¹: Presentation task

Indicative Time on Task ²: 15 hours

Due: **Week 4 to 11**

Weighting: **30%**

Groupwork/Individual: Group

Short extension ³: No

AI Approach: Observed

The purpose of this assessment is to develop your ability to explain and apply key staffing and HRM concepts, and to communicate disciplinary knowledge clearly in a group setting.

You will work in a group to research the weekly topic, deliver a tutorial-opening presentation, and respond to audience questions to demonstrate your understanding.

Skills in focus:

- Collaboration skills
- Work readiness
- Communication skills
- Discipline knowledge

Deliverable(s): Presentation (up to 20 min)

Group assessment

On successful completion you will be able to:

- Analyse and explain the role of HR measurement, reliability and validity in staffing decision making.
- Communicate effectively in both scholarly and professional contexts.

Skills development: Evaluating professional practice in HR contexts

Assessment Type ¹: Reflection task

Indicative Time on Task ²: 10 hours

Due: **17/09/2026**

Weighting: **30%**

Groupwork/Individual: Individual

Short extension ³: Yes

AI Approach: Open AI

The purpose of this assessment is to develop your ability to communicate professionally, participate effectively in evaluative discussions, and reflect on your contribution to collective decision-making, all capabilities that are central to recruitment and selection processes.

You will analyse your engagement and contributions during tutorials, evaluating how you communicated ideas, interpreted information, and contributed to group discussions and activities

that mirror selection-related tasks such as evaluating candidates, discussing criteria, and justifying decisions. Your analysis will be supported by evidence and artefacts from your learning journey, demonstrating your developing readiness for professional HR practice.

Skills in focus:

- Communication skills
- Work readiness

Deliverable(s): Written report [max 1000 words], excluding supporting materials and appendices.

Individual assessment

On successful completion you will be able to:

- Analyse and explain the role of HR measurement, reliability and validity in staffing decision making.
- Describe and assess a range of sustainable, best practice staffing processes.

Professional practice: Talent acquisition design

Assessment Type ¹: Professional task

Indicative Time on Task ²: 30 hours

Due: **29/10/2026**

Weighting: **40%**

Groupwork/Individual: Individual

Short extension ³: Yes

AI Approach: Open AI

The purpose of this assessment is to develop your ability to design a tailored recruitment and selection plan for a specialised role, applying HRM concepts and evidence-based practices.

You will choose one of three high-value roles, create a fictitious organisation, and develop a comprehensive recruitment and selection report including job analysis, selection criteria, recruitment strategy, and decision-making processes.

Skills in focus:

- Discipline knowledge
- Critical thinking and problem solving
- Communication skills
- Work readiness

Deliverable(s): Written individual report [max 2000 words] excluding relevant appendices.

Individual assessment

On successful completion you will be able to:

- Analyse and explain the role of HR measurement, reliability and validity in staffing decision making.
- Critically evaluate staffing processes and decision making.
- Describe and assess a range of sustainable, best practice staffing 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
- [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

Refer to the unit's iLearn site.

Unit Schedule

Refer to the unit's iLearn site.

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](#)