



MGMT2015

Performance and Development: Managing People for Organisational Success

Session 2, Online-scheduled-weekday 2026

Department of Management

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General Information

Unit convenor and teaching staff

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Credit points

10

Prerequisites

40cp at 1000 level or above, including MGMT1007

Corequisites

Co-badged status

Unit description

This unit examines the role of remuneration and performance management systems in contemporary organisations. Utilising theory and practical examples, the unit will enable students to identify the essential elements required to design a comprehensive remuneration and performance management system that delivers strategic value to a range of stakeholders, including the organisation and workers. Problem solving skills will be emphasised.

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, explore, and critically evaluate the theoretical underpinnings of different performance and development strategies, and apply this theoretical knowledge to solve problems and predict outcomes relating to performance and development systems in contemporary organisations.

ULO2: Critically analyse and compare performance management and development strategies individually or within a group to identify their strengths, weaknesses and impact on stakeholders and organisational performance.

ULO3: Evaluate and communicate the strategic value that managing individuals' performance and development contributes to the holistic development of Human Resource Management (HRM) systems in support of organizational success.

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: Performance management case analysis	40%	No	16/10/2026	Individual	Yes	Open AI
Professional practice: Applied feedback analysis	30%	No	02/11/2026	Individual	Yes	Open AI
Professional practice: Persuasive communication	30%	No	Weekly	Group	No	Observed

Skills development: Performance management case analysis

Assessment Type ¹: Problem-based task

Indicative Time on Task ²: 20 hours

Due: **16/10/2026**

Weighting: **40%**

Groupwork/Individual: Individual

Short extension ³: Yes

AI Approach: Open AI

The purpose of this assessment is to develop your ability to diagnose performance-related

challenges and design evidence-based people management strategies, reflecting core responsibilities of Human Resource Management professionals.

You will apply course concepts, theory, and empirical evidence to critically analyse a performance management issue presented in a case study. Drawing on relevant HRM literature, you will evaluate the causes and implications of the issue and argue for an appropriate performance and development strategy that supports both employee effectiveness and organisational outcomes.

Skills in focus:

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

Deliverable(s): Written report [max 1500 words], excluding supporting materials and appendices.

Individual assessment

On successful completion you will be able to:

- Identify, explore, and critically evaluate the theoretical underpinnings of different performance and development strategies, and apply this theoretical knowledge to solve problems and predict outcomes relating to performance and development systems in contemporary organisations.
- Critically analyse and compare performance management and development strategies individually or within a group to identify their strengths, weaknesses and impact on stakeholders and organisational performance.
- Evaluate and communicate the strategic value that managing individuals' performance and development contributes to the holistic development of Human Resource Management (HRM) systems in support of organizational success.

Professional practice: Applied feedback analysis

Assessment Type ¹: Professional task

Indicative Time on Task ²: 20 hours

Due: **02/11/2026**

Weighting: **30%**

Groupwork/Individual: Individual

Short extension ³: Yes

AI Approach: Open AI

The purpose of this assessment is to develop your capability to analyse performance and provide constructive, evidence-based feedback—key responsibilities of Human Resource Management professionals involved in managing and developing people for organisational success.

You will apply course concepts, theory, and empirical evidence to evaluate the contributions of your peers in group work, assess their impact on team performance and outcomes, and provide clear, development-focused feedback. Your analysis and recommendations will reflect HRM approaches to performance review, developmental feedback, and continuous improvement, and will be supported by relevant theoretical and empirical evidence.

Skills in focus:

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

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

Individual assessment

On successful completion you will be able to:

- Identify, explore, and critically evaluate the theoretical underpinnings of different performance and development strategies, and apply this theoretical knowledge to solve problems and predict outcomes relating to performance and development systems in contemporary organisations.
- Critically analyse and compare performance management and development strategies individually or within a group to identify their strengths, weaknesses and impact on stakeholders and organisational performance.
- Evaluate and communicate the strategic value that managing individuals' performance and development contributes to the holistic development of Human Resource Management (HRM) systems in support of organizational success.

Professional practice: Persuasive communication

Assessment Type ¹: Presentation task

Indicative Time on Task ²: 15 hours

Due: **Weekly**

Weighting: **30%**

Groupwork/Individual: Group

Short extension ³: No

AI Approach: Observed

The purpose of this assessment is for you to apply course concepts, theory, and empirical evidence to demonstrate your knowledge in the form of a group presentation.

You will present the theoretical and empirical knowledge from the unit, and apply it to a real-world organisational example supported by theoretical and empirical evidence.

Skills in focus:

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

Deliverable(s): Group presentation (15 minutes approx.)

Group assessment

On successful completion you will be able to:

- Identify, explore, and critically evaluate the theoretical underpinnings of different performance and development strategies, and apply this theoretical knowledge to solve problems and predict outcomes relating to performance and development systems in contemporary organisations.
- Critically analyse and compare performance management and development strategies individually or within a group to identify their strengths, weaknesses and impact on stakeholders and organisational performance.
- Evaluate and communicate the strategic value that managing individuals' performance and development contributes to the holistic development of Human Resource Management (HRM) systems in support of organizational success.

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

The unit will be delivered through weekly online lectures and two-hour tutorials.

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 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.

Changes from Previous Offering

Slight assessment improvements from four to three true assessments.

Unit information based on version 2026.03 of the [Handbook](#)