



MGMT8052

Managing Performance and Rewards

Session 2, In person-scheduled-weekday, North Ryde 2026

Department of Management

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General Information

Unit convenor and teaching staff

Unit Convenor

Denise Jepsen

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Contact via Email

Room 641, Level 6, 4 Eastern Road

On request by appointment

Credit points

10

Prerequisites

MGMT6051

Corequisites

Co-badged status

Unit description

The effective management of employee performance and rewards in organisations is crucial for organisational productivity, success and sustainability. This unit examines the important interactions between three critical aspects of HRM: job evaluation, performance management and employee remuneration and benefits. Drawing on theory and contemporary practice, the unit adopts a strategic perspective by examining how the purposive design of remuneration and employee performance systems can serve organisational and employee needs while meeting equity, ethics and efficiency objectives.

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: Assess the strategic challenges posed by internal and external labour markets in managing employee performance and reward systems in modern organisations.

ULO2: Research and critically evaluate the interplay between managing job evaluation, performance management (individual and team), and rewards.

ULO3: Compare the strengths and limitations of different performance management and

reward systems in terms of their impact on organisations and employees.

ULO4: Develop the capacity to design and implement a performance management and reward system.

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: Applied performance and rewards analysis	30%	No	24/08/2026	Individual	Yes	Open
Professional practice: Applied reward strategy design	30%	No	17/09/2026	Group	No	Observed
Skills development: Performance and reward system design	40%	No	02/11/2026	Individual	Yes	Open

Skills development: Applied performance and rewards analysis

Assessment Type ¹: Problem-based task

Indicative Time on Task ²: 20 hours

Due: **24/08/2026**

Weighting: **30%**

Groupwork/Individual: Individual

Short extension ³: Yes

AI Approach: Open

The purpose of this assessment is for you to demonstrate your understanding of course concepts and theories by applying them to a case study.

You will apply relevant Performance and Rewards theories to analyse a case scenario and formulate theoretically grounded recommendations for resolving the identified issues.

Skills in focus:

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

Deliverable(s): Written case study [max 1000 words]

Individual assessment

On successful completion you will be able to:

- Assess the strategic challenges posed by internal and external labour markets in managing employee performance and reward systems in modern organisations.
- Research and critically evaluate the interplay between managing job evaluation, performance management (individual and team), and rewards.

Professional practice: Applied reward strategy design

Assessment Type ¹: Presentation task

Indicative Time on Task ²: 20 hours

Due: **17/09/2026**

Weighting: **30%**

Groupwork/Individual: Group

Short extension ³: No

AI Approach: Observed

The purpose of this assessment is for you to apply course concepts and theory to demonstrate knowledge of how a reward & recognition can promote employee performance, engagement, and productivity. Students should be able to apply problem solving techniques to help design employee reward incentives that will deliver on organisational goals and cultural values.

You will examine the culture and business strategy of an organisation of your choosing, research and identify a reward and recognition platform that most appropriately aligns with the culture, business strategy, and overall context of the organisation.

Skills in focus:

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

Deliverable(s): Oral presentation (20 min max per group)

Group assessment

On successful completion you will be able to:

- Assess the strategic challenges posed by internal and external labour markets in managing employee performance and reward systems in modern organisations.
- Research and critically evaluate the interplay between managing job evaluation, performance management (individual and team), and rewards.
- Compare the strengths and limitations of different performance management and reward systems in terms of their impact on organisations and employees.
- Develop the capacity to design and implement a performance management and reward system.

Skills development: Performance and reward system design

Assessment Type ¹: Problem-based task

Indicative Time on Task ²: 15 hours

Due: **02/11/2026**

Weighting: **40%**

Groupwork/Individual: Individual

Short extension ³: Yes

AI Approach: Open

The purpose of this assessment is for you to apply course concepts and theory to demonstrate knowledge of how modern organisations can design and implement performance management and reward systems that balance strategic business objectives with employee engagement and fairness.

You will critically compare at least two different approaches, propose a system suited to a specific organisational context, and reflect on how your understanding of effective performance and reward management has evolved through your personal experiences, values, or observations.

Skills in focus:

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

Deliverable(s): Written report [max 1800 words]

Individual assessment

On successful completion you will be able to:

- Assess the strategic challenges posed by internal and external labour markets in managing employee performance and reward systems in modern organisations.
- Research and critically evaluate the interplay between managing job evaluation, performance management (individual and team), and rewards.
- Develop the capacity to design and implement a performance management and reward system.

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

Resources will be available on iLearn

Unit Schedule

Refer to the unit's iLearn site.

Policies and Procedures

Macquarie University policies and procedures are accessible from [Policy Central \(https://policies.s.mq.edu.au\)](https://policies.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) (<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.

Changes from Previous Offering

The unit outline has been updated to reflect a shift from predominantly written assessment tasks to in-person oral assessment formats. This change is designed to strengthen authentic learning, communication skills, and academic integrity, and to better align assessment with the applied and interpersonal capabilities required in professional practice.

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