



# HRM 201

## Workplace Relations

S1 Day 2019

*Department of Management*

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#### **Disclaimer**

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## General Information

Unit convenor and teaching staff

Unit Convenor

Troy Sarina

[troy.sarina@mq.edu.au](mailto:troy.sarina@mq.edu.au)

Contact via Email

Please view consultation hours via iLearn - <https://ilearn.mq.edu.au/login/>

Credit points

3

Prerequisites

HRM107

Corequisites

Co-badged status

Unit description

This unit examines the broad macro issues related to managing people at work. The scope extends to the macroeconomic environment including the economic, political, social, and institutional context. The unit is approached from a stakeholder perspective, emphasising the way that management, labour and the state, along with other key stakeholders, act, both separately and together, to structure the employment relationship. Topics include the regulatory framework, bargaining structures and processes, conflict and co-operation, and the impact of change and reform directions. In particular students will be required to develop graduate capabilities in relation to critical, analytical and integrative thinking.

## 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:

Understand and identify the different approaches to the study and practice of employment relations

Identify internal and external stakeholders in the employment relationship and the goals and objectives of these stakeholders

Critically analyse the way that these stakeholders act, together and separately, to shape

employment relations processes

Identify a range of ethical issues that involve the employment relationship, and the real or potential impact on employment relations stakeholders

Relate the above to current issues in the field of employment relations

## Assessment Tasks

Name	Weighting	Hurdle	Due
<a href="#">Case Study</a>	20%	No	Week 6
<a href="#">Report</a>	40%	No	Week 10
<a href="#">Final Examination</a>	40%	No	Final Examination Period

### Case Study

Due: **Week 6**

Weighting: **20%**

**Case Study Assessment Summary Task Description** This assignment requires students to read one or more short documents discussing a contemporary industrial relations issue and then answer a set of associated questions drawing on material discussed in lectures. **Type of Collaboration** Individual **Submission** Please Submit Via Turnitin Link on [iLearn](#) **Format** Please refer to the [iLearn](#) Unit page **Length** 1000 Words (+/- 10%) **Inherent Task Requirements** None **Late Submission**

No extensions will be granted. There will be a **deduction of 10%** of the total available marks made for each **24 hour period** or part thereof that the submission is late (for example, 25 hours late in submission incurs a 20% deduction). Late submissions will be accepted up to 96 hours after the due date and time.

This penalty does not apply for cases in which an application for [Special Consideration](#) is made and approved. Note: applications for [Special Consideration](#) Policy must be made within 5 (five) business days of the due date and time.

On successful completion you will be able to:

- Understand and identify the different approaches to the study and practice of employment relations
- Identify internal and external stakeholders in the employment relationship and the goals and objectives of these stakeholders
- Critically analyse the way that these stakeholders act, together and separately, to shape employment relations processes
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or potential impact on employment relations stakeholders

- Relate the above to current issues in the field of employment relations

## Report

Due: **Week 10**

Weighting: **40%**

**Report Assessment Summary Task Description** This report requires students to critically analyse & apply industrial relations literature to contemporary workplace problems. **Type of Collaboration** Individual **Submission** Please Submit Via Turnitin Link on [iLearn](#) **Format** Please refer to the [iLearn](#) Unit page **Length** 2000 Words (+/- 10%) **Inherent Task Requirements** None **Late Submission**

No extensions will be granted. There will be a **deduction of 10%** of the total available marks made for each **24 hour period** or part thereof that the submission is late (for example, 25 hours late in submission incurs a 20% deduction). Late submissions will be accepted up to 96 hours after the due date and time.

This penalty does not apply for cases in which an application for [Special Consideration](#) is made and approved. Note: applications for [Special Consideration](#) Policy must be made within 5 (five) business days of the due date and time.

On successful completion you will be able to:

- Understand and identify the different approaches to the study and practice of employment relations
- Identify internal and external stakeholders in the employment relationship and the goals and objectives of these stakeholders
- Critically analyse the way that these stakeholders act, together and separately, to shape employment relations processes
- Identify a range of ethical issues that involve the employment relationship, and the real or potential impact on employment relations stakeholders
- Relate the above to current issues in the field of employment relations

## Final Examination

Due: **Final Examination Period**

Weighting: **40%**

**Final Exam Assessment Summary Task Description** A final examination is included as an assessment task for this unit to provide assurance that: (i) the product belongs to the student and ii) the student has attained the knowledge and skills tested in the exam. **Type of Collaboration** Individual **Submission** You are expected to present yourself for examination at the time and place designated in the University Examination Timetable **Format** Short answer and Multiple Choice Questions **Length** 2 hours **Inherent Task Requirements** None **Late Submissions** Please see [Assessment Policy Schedule 4](#).

The only exception to not sitting an examination at the designated time in the University Examination Timetable is because of documented illness or unavoidable disruption. In these circumstances you may wish to consider applying for special consideration.

This penalty does not apply for cases in which an application for [Special Consideration](#) is made and approved. Note: applications for [Special Consideration Policy](#) must be made within 5 (five) business days of the due date and time.

On successful completion you will be able to:

- Understand and identify the different approaches to the study and practice of employment relations
- Identify internal and external stakeholders in the employment relationship and the goals and objectives of these stakeholders
- Critically analyse the way that these stakeholders act, together and separately, to shape employment relations processes
- Identify a range of ethical issues that involve the employment relationship, and the real or potential impact on employment relations stakeholders
- Relate the above to current issues in the field of employment relations

## Delivery and Resources

Required text	<ul style="list-style-type: none"> <li>• Abbott, K., Mackinnon, B.H., and Fallon, P. (2016), <i>Understanding Employment Relations</i>, Oxford University Press, South Melbourne, Victoria.</li> </ul>
Unit web page	The web page for this unit can be found at: <a href="https://ilearn.mq.edu.au/login/">https://ilearn.mq.edu.au/login/</a>
Technology Used and Required	Students will need to be familiar with a web browser to access the unit web page.
Delivery Format and Other Details	<ul style="list-style-type: none"> <li>• Number and length of classes: <b>1 x 2 hour lecture and 1 x 1 hour tutorial, i.e. 3 hours face</b> to face per week unless indicated otherwise in the lecture schedule. Classes may vary due to public holiday(s)</li> <li>• Tutorials will commence in <b>Week 2</b></li> <li>• The timetable for classes can be found on the University web site at: <a href="http://www.timetables.mq.edu.au/">http://www.timetables.mq.edu.au/</a></li> </ul>
Prizes	The NSW Industrial Relations Society Prize

## Unit Schedule

Week	Lecture Topic	Text Chapter/s
1	Industrial Relations, HRM and Employment Relations	11 (see also pp.3-4)
2	Approaches to the study of employment relations / Recap of ethics	1

3	Employment relations in the Australian context	2
4	Trade unions and employer associations	3 & 4
5	The State (1)	5
6	The State (2)	5
7	Agreement / rule making (1)	6
	<b>MID SEMESTER BREAK</b>	
8	Agreement / rule making (2)	6 (+ additional readings on iLearn)
9	<b>READING WEEK</b>	N/A
10	Wage determination	7
11	Industrial conflict	8
12	Work health and safety	10
13	Unit review and exam briefing	All

## Policies and Procedures

Macquarie University policies and procedures are accessible from [Policy Central](https://staff.mq.edu.au/work/strategy-planning-and-governance/university-policies-and-procedures/policy-central) (<https://staff.mq.edu.au/work/strategy-planning-and-governance/university-policies-and-procedures/policy-central>). 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](#)
- [Grade Appeal Policy](#)
- [Complaint Management Procedure for Students and Members of the Public](#)
- [Special Consideration Policy](#) (**Note:** *The Special Consideration Policy is effective from 4 December 2017 and replaces the Disruption to Studies Policy.*)

Undergraduate students seeking more policy resources can visit the [Student Policy Gateway](https://students.mq.edu.au/support/study/student-policy-gateway) (<https://students.mq.edu.au/support/study/student-policy-gateway>). It is your one-stop-shop for the key policies you need to know about throughout your undergraduate student journey.

If you would like to see all the policies relevant to Learning and Teaching visit [Policy Central](http://staff.mq.edu.au/work/strategy-planning-and-governance/university-policies-and-procedures/policy-central) (<http://staff.mq.edu.au/work/strategy-planning-and-governance/university-policies-and-procedures/policy-central>).

## Student Code of Conduct

Macquarie University students have a responsibility to be familiar with the Student Code of Conduct: <https://students.mq.edu.au/study/getting-started/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 [ask.mq.edu.au](http://ask.mq.edu.au) or if you are a Global MBA student contact [globalmba.support@mq.edu.au](mailto:globalmba.support@mq.edu.au)

## Academic Honesty

The nature of scholarly endeavour, dependent as it is on the work of others, binds all members of the University community to abide by the principles of academic honesty. Its fundamental principle is that all staff and students act with integrity in the creation, development, application and use of ideas and information. This means that:

- all academic work claimed as original is the work of the author making the claim
- all academic collaborations are acknowledged
- academic work is not falsified in any way
- when the ideas of others are used, these ideas are acknowledged appropriately.

Further information on the academic honesty can be found in the Macquarie University Academic Honesty Policy at [http://www.mq.edu.au/policy/docs/academic\\_honesty/policy.html](http://www.mq.edu.au/policy/docs/academic_honesty/policy.html)

## Grades

Macquarie University uses the following grades in coursework units of study:

- HD - High Distinction
- D - Distinction
- CR - Credit
- P - Pass
- F - Fail

Grade descriptors and other information concerning grading are contained in the Macquarie University Grading Policy which is available at:

<http://www.mq.edu.au/policy/docs/grading/policy.html>

## Grading Appeals and Final Examination Script Viewing

If, at the conclusion of the unit, you have performed below expectations, and are considering

lodging an appeal of grade and/or viewing your final exam script please refer to the following website which provides information about these processes and the cut off dates in the first instance. Please read the instructions provided concerning what constitutes a valid grounds for appeal before appealing your grade.

[http://www.businessandconomics.mq.edu.au/new\\_and\\_current\\_students/undergraduate\\_current\\_students/how\\_do\\_i/grade\\_appeals/](http://www.businessandconomics.mq.edu.au/new_and_current_students/undergraduate_current_students/how_do_i/grade_appeals/)

## Student Support

Macquarie University provides a range of support services for students. For details, visit <http://students.mq.edu.au/support/>

## Learning Skills

Learning Skills ([mq.edu.au/learningskills](http://mq.edu.au/learningskills)) provides academic writing resources and study strategies to improve your marks and take control of your study.

- [Workshops](#)
- [StudyWise](#)
- [Academic Integrity Module for Students](#)
- [Ask a Learning Adviser](#)

## Student Services and Support

Students with a disability are encouraged to contact the [Disability Service](#) who can provide appropriate help with any issues that arise during their studies.

## Student Enquiries

For all student enquiries, visit Student Connect at [ask.mq.edu.au](http://ask.mq.edu.au)

If you are a Global MBA student contact [globalmba.support@mq.edu.au](mailto:globalmba.support@mq.edu.au)

## IT Help

For help with University computer systems and technology, visit [http://www.mq.edu.au/about\\_us/offices\\_and\\_units/information\\_technology/help/](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.

## Graduate Capabilities

### Discipline Specific Knowledge and Skills

Our graduates will take with them the intellectual development, depth and breadth of knowledge, scholarly understanding, and specific subject content in their chosen fields to make them competent and confident in their subject or profession. They will be able to demonstrate, where relevant, professional technical competence and meet professional standards. They will be able to articulate the structure of knowledge of their discipline, be able to adapt discipline-specific

knowledge to novel situations, and be able to contribute from their discipline to inter-disciplinary solutions to problems.

This graduate capability is supported by:

## **Learning outcomes**

- Understand and identify the different approaches to the study and practice of employment relations
- Identify internal and external stakeholders in the employment relationship and the goals and objectives of these stakeholders
- Critically analyse the way that these stakeholders act, together and separately, to shape employment relations processes
- Identify a range of ethical issues that involve the employment relationship, and the real or potential impact on employment relations stakeholders
- Relate the above to current issues in the field of employment relations

## **Assessment tasks**

- Case Study
- Report
- Final Examination

## **Critical, Analytical and Integrative Thinking**

We want our graduates to be capable of reasoning, questioning and analysing, and to integrate and synthesise learning and knowledge from a range of sources and environments; to be able to critique constraints, assumptions and limitations; to be able to think independently and systemically in relation to scholarly activity, in the workplace, and in the world. We want them to have a level of scientific and information technology literacy.

This graduate capability is supported by:

## **Learning outcomes**

- Understand and identify the different approaches to the study and practice of employment relations
- Identify internal and external stakeholders in the employment relationship and the goals and objectives of these stakeholders
- Critically analyse the way that these stakeholders act, together and separately, to shape employment relations processes
- Identify a range of ethical issues that involve the employment relationship, and the real or potential impact on employment relations stakeholders
- Relate the above to current issues in the field of employment relations

## Assessment tasks

- Case Study
- Report
- Final Examination

## Problem Solving and Research Capability

Our graduates should be capable of researching; of analysing, and interpreting and assessing data and information in various forms; of drawing connections across fields of knowledge; and they should be able to relate their knowledge to complex situations at work or in the world, in order to diagnose and solve problems. We want them to have the confidence to take the initiative in doing so, within an awareness of their own limitations.

This graduate capability is supported by:

### Learning outcomes

- Understand and identify the different approaches to the study and practice of employment relations
- Critically analyse the way that these stakeholders act, together and separately, to shape employment relations processes
- Identify a range of ethical issues that involve the employment relationship, and the real or potential impact on employment relations stakeholders
- Relate the above to current issues in the field of employment relations

### Assessment task

- Report

## Engaged and Ethical Local and Global citizens

As local citizens our graduates will be aware of indigenous perspectives and of the nation's historical context. They will be engaged with the challenges of contemporary society and with knowledge and ideas. We want our graduates to have respect for diversity, to be open-minded, sensitive to others and inclusive, and to be open to other cultures and perspectives: they should have a level of cultural literacy. Our graduates should be aware of disadvantage and social justice, and be willing to participate to help create a wiser and better society.

This graduate capability is supported by:

### Learning outcomes

- Understand and identify the different approaches to the study and practice of employment relations
- Identify internal and external stakeholders in the employment relationship and the goals and objectives of these stakeholders

- Critically analyse the way that these stakeholders act, together and separately, to shape employment relations processes
- Identify a range of ethical issues that involve the employment relationship, and the real or potential impact on employment relations stakeholders
- Relate the above to current issues in the field of employment relations

## **Assessment task**

- Case Study

## **Changes from Previous Offering**

Lecture material and tutorial activities have been updated to reflect current workplace relations issues.

## **Research and Practice, Global and Sustainability**

The unit explores the impact of industrial relations and employment policy and practice on economic and social sustainability.

The unit uses research by Macquarie University researchers as well as from external sources. The unit gives you practice in applying research findings in your assignments.

Recommended resources:

### **E-Resources:**

*ABI/INFORM* – comprehensive business database.

*Business Source Complete* – business resources for undergraduate/postgraduate use, with extensive archive of articles. Access to industry reports, market research reports, country reports & company profiles.

*Emerald Fulltext* – scholarly research in management.

*Factiva* – full text business and company information from major Australian and international news sources.

### **Related Databases:**

*AIMMAT: AIM Management & Training Database* – a source for Australian, New Zealand and South East Asian articles on management and training. Includes many case studies.

*Informit* – Australasian content on social, economic and political issues.

*Proquest ANZ Newsstand* – provides full text of Australian and New Zealand newspapers, except the AFR.

### **Relevant Journals:**

Australian Bulletin of Labour

Journal of Australian Political Economy

British Journal of Industrial Relations

Economic and Labor Relations Review

HR Monthly

International Journal of Employment Studies

Journal of Industrial Relations

Labour and Industry

New Technology, Work and Society

People Management

Research and Practice in Human Resource Management

Work and Occupations

Work, Employment and Society