



HRMT19016 Contemporary HRM Issues

Term 1 - 2024

Profile information current as at 29/04/2024 01:43 pm

All details in this unit profile for HRMT19016 have been officially approved by CQUniversity and represent a learning partnership between the University and you (our student). The information will not be changed unless absolutely necessary and any change will be clearly indicated by an approved correction included in the profile.

General Information

Overview

This unit explores the management of human resources within the context of current and emerging issues in contemporary organisations. You will be engaged in identifying and delineating contemporary issues within the internal and external organisational environments and the development of strategic HRM responses. You will make predictions about HRM issues and rigorously analyse, research, and apply HRM models to address such concerns. You will be expected to develop a strategic mindset in this unit.

Details

Career Level: *Undergraduate*

Unit Level: *Level 3*

Credit Points: 6

Student Contribution Band: 10

Fraction of Full-Time Student Load: 0.125

Pre-requisites or Co-requisites

Pre-requisite: HRMT11011 and completion of 48 credit points

Important note: Students enrolled in a subsequent unit who failed their pre-requisite unit, should drop the subsequent unit before the census date or within 10 working days of Fail grade notification. Students who do not drop the unit in this timeframe cannot later drop the unit without academic and financial liability. See details in the [Assessment Policy and Procedure \(Higher Education Coursework\)](#).

Offerings For Term 1 - 2024

- Brisbane
- Melbourne
- Online
- Sydney

Attendance Requirements

All on-campus students are expected to attend scheduled classes - in some units, these classes are identified as a mandatory (pass/fail) component and attendance is compulsory. International students, on a student visa, must maintain a full time study load and meet both attendance and academic progress requirements in each study period (satisfactory attendance for International students is defined as maintaining at least an 80% attendance record).

Website

[This unit has a website, within the Moodle system, which is available two weeks before the start of term. It is important that you visit your Moodle site throughout the term. Please visit Moodle for more information.](#)

Class and Assessment Overview

Recommended Student Time Commitment

Each 6-credit Undergraduate unit at CQUniversity requires an overall time commitment of an average of 12.5 hours of study per week, making a total of 150 hours for the unit.

Class Timetable

[Regional Campuses](#)

Bundaberg, Cairns, Emerald, Gladstone, Mackay, Rockhampton, Townsville

[Metropolitan Campuses](#)

Adelaide, Brisbane, Melbourne, Perth, Sydney

Assessment Overview

1. **Online Test**

Weighting: 30%

2. **Group Work**

Weighting: 30%

3. **Presentation**

Weighting: 40%

Assessment Grading

This is a graded unit: your overall grade will be calculated from the marks or grades for each assessment task, based on the relative weightings shown in the table above. You must obtain an overall mark for the unit of at least 50%, or an overall grade of 'pass' in order to pass the unit. If any 'pass/fail' tasks are shown in the table above they must also be completed successfully ('pass' grade). You must also meet any minimum mark requirements specified for a particular assessment task, as detailed in the 'assessment task' section (note that in some instances, the minimum mark for a task may be greater than 50%). Consult the [University's Grades and Results Policy](#) for more details of interim results and final grades.

CQUniversity Policies

All University policies are available on the [CQUniversity Policy site](#).

You may wish to view these policies:

- Grades and Results Policy
- Assessment Policy and Procedure (Higher Education Coursework)
- Review of Grade Procedure
- Student Academic Integrity Policy and Procedure
- Monitoring Academic Progress (MAP) Policy and Procedure – Domestic Students
- Monitoring Academic Progress (MAP) Policy and Procedure – International Students
- Student Refund and Credit Balance Policy and Procedure
- Student Feedback – Compliments and Complaints Policy and Procedure
- Information and Communications Technology Acceptable Use Policy and Procedure

This list is not an exhaustive list of all University policies. The full list of University policies are available on the [CQUniversity Policy site](#).

Previous Student Feedback

Feedback, Recommendations and Responses

Every unit is reviewed for enhancement each year. At the most recent review, the following staff and student feedback items were identified and recommendations were made.

Feedback from Based on SUTE data

Feedback

Improve clarity and differentiation of assessment tasks

Recommendation

Provide a targeted context for assessments to improve clarity and differentiation between assessments.

Feedback from Based on SUTE data

Feedback

Assessment feedback

Recommendation

Continue to grade assessments using 'Feedback studio' and provide individualized and summative feedback for students. Provide in-class video demonstrations of locating feedback.

Unit Learning Outcomes

On successful completion of this unit, you will be able to:

1. Develop, communicate, and apply an understanding of the role of strategic HRM in contemporary organisations
2. Demonstrate professional understanding of the internal and external organisational environments to which strategic HRM should be directed
3. Analyse and critique organisational responses to manage HRM issues within contemporary organisations
4. Identify and critically evaluate different perspectives on, and approaches to contemporary HRM issues, and the theories, models and assumptions that underpin them.

Alignment of Learning Outcomes, Assessment and Graduate Attributes



Alignment of Assessment Tasks to Learning Outcomes

Assessment Tasks	Learning Outcomes			
	1	2	3	4
1 - Online Test - 30%	•			
2 - Group Work - 30%	•	•	•	•
3 - Presentation - 40%	•	•	•	•

Alignment of Graduate Attributes to Learning Outcomes

Graduate Attributes	Learning Outcomes			
	1	2	3	4
1 - Communication	•	•	•	•
2 - Problem Solving	•	•	•	•
3 - Critical Thinking	•	•	•	•
4 - Information Literacy	•	•	•	•
5 - Team Work			•	•
6 - Information Technology Competence				
7 - Cross Cultural Competence	•	•	•	•
8 - Ethical practice	•	•	•	•
9 - Social Innovation				
10 - Aboriginal and Torres Strait Islander Cultures				

Textbooks and Resources

Textbooks

There are no required textbooks.

IT Resources

You will need access to the following IT resources:

- CQUniversity Student Email
- Internet
- Unit Website (Moodle)

Referencing Style

All submissions for this unit must use the referencing style: [American Psychological Association 7th Edition \(APA 7th edition\)](#)

For further information, see the Assessment Tasks.

Teaching Contacts

Upamali Amarakoon Unit Coordinator
u.amarakoon@cqu.edu.au

Schedule

Week 1 - 04 Mar 2024

Module/Topic	Chapter	Events and Submissions/Topic
HRM in the contemporary workplace	The journal papers and study materials for Week 1 can be found on Moodle (see Tile: 1). Additional readings are also available in the eReading list.	

Week 2 - 11 Mar 2024

Module/Topic	Chapter	Events and Submissions/Topic
The changing nature of work: Outsourcing, Offshoring, Gig economy, Generative AI	The journal papers and study materials for Week 2 can be found on Moodle (see Tile: 2). Additional readings are also available in the eReading list.	

Week 3 - 18 Mar 2024

Module/Topic	Chapter	Events and Submissions/Topic
Human resource management and the legal framework	The journal papers and study materials for Week 3 can be found on Moodle (see Tile: 3). Additional readings are also available in the eReading list.	

Week 4 - 25 Mar 2024

Module/Topic	Chapter	Events and Submissions/Topic
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Workplace diversity	The journal papers and study materials for Week 4 can be found on Moodle (see Tile: 4). Additional readings are also available in the eReading list.	Assessment 1 - Online Test Due: Week 4 workshop time
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Week 5 - 01 Apr 2024

Module/Topic	Chapter	Events and Submissions/Topic
Talent management	The journal papers and study materials for Week 5 can be found on Moodle (see Tile: 5). Additional readings are also available in the eReading list.	Assessment 2 - Group Registration Due: Week 5 Monday (1 Apr 2024) 11:45 pm AEST

Vacation Week - 08 Apr 2024

Module/Topic	Chapter	Events and Submissions/Topic
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Week 6 - 15 Apr 2024

Module/Topic	Chapter	Events and Submissions/Topic
The psychological contract	The journal papers and study materials for Week 6 can be found on Moodle (see Tile: 6). Additional readings are also available in the eReading list.	

Week 7 - 22 Apr 2024

Module/Topic	Chapter	Events and Submissions/Topic
Career management in the 21st century	The journal papers and study materials for Week 7 can be found on Moodle (see Tile: 7). Additional readings are also available in the eReading list.	

Week 8 - 29 Apr 2024

Module/Topic	Chapter	Events and Submissions/Topic
HR disruption: Trends and opportunities	The journal papers and study materials for Week 8 can be found on Moodle (see Tile: 8). Additional readings are also available in the eReading list.	

Week 9 - 06 May 2024

Module/Topic	Chapter	Events and Submissions/Topic
Employee health and well-being in the workplace	The journal papers and study materials for Week 9 can be found on Moodle (see Tile: 9). Additional readings are also available in the eReading list.	Assessment 2 - Group Work Due: Week 9 Monday (6 May 2024) 11:45 pm AEST

Week 10 - 13 May 2024

Module/Topic	Chapter	Events and Submissions/Topic
Workplace behaviour, ethics, and integrity	The journal papers and study materials for Week 10 can be found on Moodle (see Tile: 10). Additional readings are also available in the eReading list.	

Week 11 - 20 May 2024

Module/Topic	Chapter	Events and Submissions/Topic
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Risk & Crisis Management

The journal papers and study materials for Week 11 can be found on Moodle (see Tile: 11). Additional readings are also available in the eReading list.

Week 12 - 27 May 2024

Module/Topic	Chapter	Events and Submissions/Topic
HR analytics: Applications and challenges	The journal papers and study materials for Week 12 can be found on Moodle (see Tile: 12). Additional readings are also available in the eReading list.	

Review/Exam Week - 03 Jun 2024

Module/Topic	Chapter	Events and Submissions/Topic
		Assessment 3 - Presentation Due: Review/Exam Week Monday (3 June 2024) 11:45 pm AEST

Exam Week - 10 Jun 2024

Module/Topic	Chapter	Events and Submissions/Topic
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Assessment Tasks

1 Assessment 1 - Online test

Assessment Type

Online Test

Task Description

Purpose

This assessment task gives you the opportunity to apply relevant HRM frameworks and models to address HRM issues in the context of contemporary workplaces.

Task Details

During the workshop time in Week 4, you will be provided news item/ video on a contemporary human resource management issue. After reviewing the news item/video, you will have to answer five short answer questions. Total duration of this online test will be 60 minutes (including the time to view the news item/video).

Assessment Due Date

This test will be held during the weekly workshop in Week 4

Return Date to Students

Grades and feedback will be released within two weeks from the test date

Weighting

30%

Assessment Criteria

Each question will carry equal marks.

Six (6) marks will be allocated for each question (5 x 6 = 30 marks).

Each response will be evaluated for its,

- appropriateness (4 marks), and
- relatedness to HRM concepts discussed in class (2 marks).

Referencing Style

- [American Psychological Association 7th Edition \(APA 7th edition\)](#)

Submission

No submission method provided.

Submission Instructions

Online test will be made available via the unit Moodle site

Learning Outcomes Assessed

- Develop, communicate, and apply an understanding of the role of strategic HRM in contemporary organisations

2 Assessment 2 - Group Work

Assessment Type

Group Work

Task Description**Purpose**

This assessment task gives you the opportunity to apply HRM frameworks and models to relevant HRM issues in the contemporary workplace. This assessment also provides you with the opportunity to enhance your research, analysis, critical thinking, and written communication, particularly in the areas of developing arguments in the context of writing a business report.

Task Details

Each group will have two (2) to three (3) members.

Assuming that you are a group of Senior HR Advisors to an organisation of your choice, you are expected to write a business report on a contemporary news item/case provided to you on the unit Moodle site.

When developing the business report, your group is expected to:

- engage in extensive research within the academic literature (peer reviewed journals) relevant to the topic and justify your arguments with evidence from scholarly sources as well as other relevant reference material,
- follow the guide provided on the unit Moodle site, and
- be within 1600 words +/-10% excluding the Reference List and any Appendices.

Additional Information

Ensure your group is registered on Moodle on or before, Monday Week 5 (i.e., 1 Apr 2024) 11:45 pm AEST to enable your group's submission.

This Assessment links to the Sustainable Development Goals (known as SDGs adopted by the United Nations) No 8 of Decent Work and Economic Growth.

Note: Please also refer to the Assessment information on Moodle before commencing this task.

Assessment Due Date

Week 9 Monday (6 May 2024) 11:45 pm AEST

One member is expected to submit the business report on behalf of his/her group

Return Date to Students

Week 11 Monday (20 May 2024)

Marks and feedback usually will be returned approximately two (2) working weeks from the submission

Weighting

30%

Assessment Criteria

Research (25%): The business report demonstrates extensive research and understanding of the topic. Students should have a minimum of six (6) academic peer reviewed journal articles between 2015 and now to be eligible for a pass on this criterion [12.5/25]. The research is used in an integrated manner in the business report.

Analysis (35%): The report demonstrates critical analysis and provides a clearly articulated and well-developed argument throughout and includes supported recommendations.

Application of literature/theory (15%): The report demonstrates application of the relevant HRM concepts, frameworks, and theories. Specific examples from industry/organisations have been incorporated to support key arguments where appropriate.

Referencing (5%): The reference list and in text referencing throughout the report complies with the referencing protocol of the CQU APA 7.0 Referencing Guide.

Presentation (15%): The business report is appropriately structured, uses relevant topic headings throughout, recommendations are stated, references are included.

Communication (5%): The report uses clear and concise communication; structures sentences and paragraphs appropriately; uses appropriate language, grammar, spelling (Australian English), and punctuation.

Your assessment will be marked out of 100 and converted to a mark out of 30 as per the Assessment weighting.

Note: Penalties for late submission will be applied according to the CQUniversity Policy.

Referencing Style

- [American Psychological Association 7th Edition \(APA 7th edition\)](#)

Submission

Online

Submission Instructions

Submissions must be uploaded through Turnitin on the Moodle site.

Learning Outcomes Assessed

- Develop, communicate, and apply an understanding of the role of strategic HRM in contemporary organisations
- Demonstrate professional understanding of the internal and external organisational environments to which strategic HRM should be directed
- Analyse and critique organisational responses to manage HRM issues within contemporary organisations
- Identify and critically evaluate different perspectives on, and approaches to contemporary HRM issues, and the theories, models and assumptions that underpin them.

3 Assessment 3 - Presentation

Assessment Type

Presentation

Task Description

Purpose

This assessment will assist you to develop skills in analysing a HRM specific issue, and providing a workplace solution, based on HRM frameworks and models relevant to the contemporary workplace. It also will provide you with the opportunity to develop skills in analytical, critical thinking, problem solving, and written and personal communication, appropriate to the workplace context.

Task Details

You (as a Senior HR Advisor) have identified the need to implement one of the recommendations from your group's business report (in Assessment 2). The HR Manager of your organisation has advised you to use generative artificial intelligence (AI) to develop an implementation plan. During the upcoming monthly senior management meeting, you plan to present why/why not the implementation plan generated by AI would be appropriate for your organisation. Your presentation should as a minimum:

- Introduce the chosen recommendation;
- Present the AI generated implementation plan ;
- Justify why/why not the AI generated implementation plan would be appropriate to address HRM issue/s identified in your organisational context; and
- Recommend changes to the AI generated implementation plan.

Additional Information

This is an individual task:

- Develop and submit a visual presentation via a presentation tool (e.g. PowerPoint).
- Deliver and record the presentation (with you and your voice, both) using an appropriate tool.
- The presentation should be 10 minutes in duration. The number of slides should be appropriate to a professional presentation of this duration.
- The presentation should accompany a script (referenced throughout as appropriate), of 1600 - 2000 words, to be provided in a separate word document, as a guide for your 10 minute presentation.

- Your presentation video file could be too large to be submitted via Moodle. If so, you are expected to upload it to YouTube and copy the video link on to the cover page of your script document.

Please also refer to the Assessment information on the unit Moodle site before commencing this task.

This Assessment links to the Sustainable Development Goals (known as SDGs adopted by the United Nations) No 8 of Decent Work and Economic Growth.

Assessment Due Date

Review/Exam Week Monday (3 June 2024) 11:45 pm AEST

Your voice-over presentation should be uploaded along with the script. Do not upload a PDF file.

Return Date to Students

Marks and feedback will be released after grade certification.

Weighting

40%

Assessment Criteria

CONTENT

- **Knowledge (15%)** - A thorough knowledge of the topic and critical analysis evident within the presentation and the associated script.
- **Analysis (25%)** - A critical review of the AI generated implementation plan, accompanied by academic literature relevant to the topic integrated throughout to evidence the presentation and accompanying script.
- **Justification (10%)** - Appropriateness of the evidence based responses using relevant industry examples.
- **Research (10%)** - Relevant and accurate use of the academic literature; Minimum to pass this criterion [7.5/15] is SIX (6) academic peer reviewed journals. Relevant additional sources, including additional academic peer reviewed journals and industry/business sources, are cited in an integrated manner.
- **Overall presentation (5%)** - The written script must contain in text referencing and a full reference list presented according to the referencing protocol of the CQU APA 7.0 Referencing Guide.

PRESENTATION

- **Professionalism (15%)** - of the presentation for the workplace context - overall design, nature and type of information presented, structure demonstrates introduction, body, and conclusion, format and layout, appropriate language, grammar, punctuation, and correct spelling using Australian English.
- **Presentation skills (15%)** - appropriateness to audience of Senior Management Team; clarity of expression; voice projection; emphasis; engagement.
- **Referencing (5%)** - strict conformity to the referencing protocol of the CQU APA Referencing Guide. References are used throughout the PowerPoint slides as appropriate and a dedicated slide provides the reference list.

You will be marked out of 100 and converted to a mark out of 40 as per the Assessment weighting.

Note: Penalties for late submission will be applied according to the CQUniversity Policy.

Referencing Style

- [American Psychological Association 7th Edition \(APA 7th edition\)](#)

Submission

Online

Submission Instructions

Your voice-over PowerPoint should be uploaded as a .ppt or .pptx file; the accompanying script should be uploaded as a .doc or .docx file. Do not upload a PDF file.

Learning Outcomes Assessed

- Develop, communicate, and apply an understanding of the role of strategic HRM in contemporary organisations
- Demonstrate professional understanding of the internal and external organisational environments to which strategic HRM should be directed
- Analyse and critique organisational responses to manage HRM issues within contemporary organisations
- Identify and critically evaluate different perspectives on, and approaches to contemporary HRM issues, and the

theories, models and assumptions that underpin them.

Academic Integrity Statement

As a CQUniversity student you are expected to act honestly in all aspects of your academic work.

Any assessable work undertaken or submitted for review or assessment must be your own work. Assessable work is any type of work you do to meet the assessment requirements in the unit, including draft work submitted for review and feedback and final work to be assessed.

When you use the ideas, words or data of others in your assessment, you must thoroughly and clearly acknowledge the source of this information by using the correct referencing style for your unit. Using others' work without proper acknowledgement may be considered a form of intellectual dishonesty.

Participating honestly, respectfully, responsibly, and fairly in your university study ensures the CQUniversity qualification you earn will be valued as a true indication of your individual academic achievement and will continue to receive the respect and recognition it deserves.

As a student, you are responsible for reading and following CQUniversity's policies, including the [Student Academic Integrity Policy and Procedure](#). This policy sets out CQUniversity's expectations of you to act with integrity, examples of academic integrity breaches to avoid, the processes used to address alleged breaches of academic integrity, and potential penalties.

What is a breach of academic integrity?

A breach of academic integrity includes but is not limited to plagiarism, self-plagiarism, collusion, cheating, contract cheating, and academic misconduct. The Student Academic Integrity Policy and Procedure defines what these terms mean and gives examples.

Why is academic integrity important?

A breach of academic integrity may result in one or more penalties, including suspension or even expulsion from the University. It can also have negative implications for student visas and future enrolment at CQUniversity or elsewhere. Students who engage in contract cheating also risk being blackmailed by contract cheating services.

Where can I get assistance?

For academic advice and guidance, the [Academic Learning Centre \(ALC\)](#) can support you in becoming confident in completing assessments with integrity and of high standard.

What can you do to act with integrity?



Be Honest

If your assessment task is done by someone else, it would be dishonest of you to claim it as your own



Seek Help

If you are not sure about how to cite or reference in essays, reports etc, then seek help from your lecturer, the library or the Academic Learning Centre (ALC)



Produce Original Work

Originality comes from your ability to read widely, think critically, and apply your gained knowledge to address a question or problem