



HRMT19021 *Principles of Employment Relations*

Term 1 - 2023

Profile information current as at 02/05/2024 09:31 am

All details in this unit profile for HRMT19021 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 discusses the changing nature of employment relations. In this unit you will assess the role of state, employers, unions and employees in employment relations within the context of a changing labour market. You will analyse the legal, political and economic framework within which employment relations takes place. Contemporary issues will be highlighted and discussed.

Details

Career Level: *Undergraduate*

Unit Level: *Level 2*

Credit Points: 6

Student Contribution Band: 10

Fraction of Full-Time Student Load: 0.125

Pre-requisites or Co-requisites

There are no requisites for this unit.

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 - 2023

- 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. **Written Assessment**

Weighting: 40%

2. **Take Home Exam**

Weighting: 60%

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 SUTE data, qualitative comments and conversation in workshops and emails.

Feedback

"I found the lecturer on the Moodle videos engaging and very interesting to learn from." "The information and structure at the start of the unit was communicated well." "The best aspect of this unit was that all material was available from the start, and the lectures provided by the previous coordinator were very good." "A really interesting unit that I feel was very relevant to my current Human Resources career." "Exam advice was really helpful in preparing for the exam - Assessment 1 was returned with a grade and feedback promptly." "Thanks, Alman, for your valuable teaching materials and your on-time response to my emails."

Recommendation

Keep all the assessment details and materials on the dedicated assessment tile on the moodle site. Please keep updating the moodle resources with weekly study materials and video links. Lastly, please check all the links to the moodle site regularly.

Unit Learning Outcomes

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

1. Explain and analyse the role of the state, employers, unions and employees in employment relations.
2. Assess the impact of changes in the labour market and in the legal, political and economic framework on employment relations.
3. Identify and discuss contemporary issues in employment relations.

Alignment of Learning Outcomes, Assessment and Graduate Attributes

 N/A Level	 Introductory Level	 Intermediate Level	 Graduate Level	 Professional Level	 Advanced Level
---	--	--	--	--	--

Alignment of Assessment Tasks to Learning Outcomes

Assessment Tasks	Learning Outcomes		
	1	2	3
1 - Written Assessment - 40%	•	•	•
2 - Take Home Exam - 60%	•	•	•

Alignment of Graduate Attributes to Learning Outcomes

Graduate Attributes	Learning Outcomes		
	1	2	3
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

HRMT19021

Prescribed

Employment relations

Edition: 4 (2018)

Authors: Bray, M, Waring, P, Cooper, R & Macneil, J

McGraw-Hill Education

ISBN: 9781743765586

Binding: Paperback

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

Amlan Haque Unit Coordinator

a.haque@cqu.edu.au

Senani Rajamanthri Unit Coordinator

s.rajamanthri1@cqu.edu.au

Schedule

Week 1 - 06 Mar 2023

Module/Topic	Chapter	Events and Submissions/Topic
What is employment relations?	Chapter 1	

Week 2 - 13 Mar 2023

Module/Topic	Chapter	Events and Submissions/Topic
The study of employment relations: analytical tools	Chapter 2	
The study of employment relations: values	Chapter 3	

Week 3 - 20 Mar 2023

Module/Topic	Chapter	Events and Submissions/Topic
The state	Chapter 4	

Week 4 - 27 Mar 2023

Module/Topic	Chapter	Events and Submissions/Topic
Management and employer representatives	Chapter 5	

Week 5 - 03 Apr 2023		
Module/Topic	Chapter	Events and Submissions/Topic
Employee representation: unions	Chapter 6	
Vacation Week - 10 Apr 2023		
Module/Topic	Chapter	Events and Submissions/Topic
Week 6 - 17 Apr 2023		
Module/Topic	Chapter	Events and Submissions/Topic
Employee representation: non-union	Chapter 7	Written Assessment Due: Week 6 Friday (21 Apr 2023) 11:45 pm AEST
Week 7 - 24 Apr 2023		
Module/Topic	Chapter	Events and Submissions/Topic
State regulation: minimum standards and awards	Chapter 8	
Week 8 - 01 May 2023		
Module/Topic	Chapter	Events and Submissions/Topic
State regulation: EEO, unfair dismissal and safety at work	Chapter 9	
Week 9 - 08 May 2023		
Module/Topic	Chapter	Events and Submissions/Topic
Managerial unilateralism and individual contracting	Chapter 10	
Week 10 - 15 May 2023		
Module/Topic	Chapter	Events and Submissions/Topic
Collective agreement-making and collective bargaining: structures and processes	Chapter 11	
Week 11 - 22 May 2023		
Module/Topic	Chapter	Events and Submissions/Topic
Industrial conflict	Chapter 12	
Week 12 - 29 May 2023		
Module/Topic	Chapter	Events and Submissions/Topic
Employment relations and performance	Chapter 13	
Review/Exam Week - 05 Jun 2023		
Module/Topic	Chapter	Events and Submissions/Topic
Exam Week - 12 Jun 2023		
Module/Topic	Chapter	Events and Submissions/Topic
		Take Home Exam Due: Exam Week Monday (12 June 2023) 9:00 am AEST

Assessment Tasks

1 Written Assessment

Assessment Type

Written Assessment

Task Description

Purpose: This written assessment is designed to help students develop a critical understanding of employment

relations issues in contemporary organisations from the current academic literature and research studies. This assessment task also allows students to demonstrate skills and knowledge in researching and evaluating sources for academic work.

Task: Discuss the employment relations issues that arise from the management of a diverse workforce in Australia. How are these issues managed within the Australian system of employment relations?

Word Length: 2000-2500 words (excluding references and Appendix) Please note that information that is relevant to this essay will be posted on the Unit website.

Assessment Due Date

Week 6 Friday (21 Apr 2023) 11:45 pm AEST

Submissions must be uploaded to the Moodle website

Return Date to Students

Week 8 Friday (5 May 2023)

Essays will be returned at the completion of the moderation process

Weighting

40%

Assessment Criteria

Your assessment will be marked out of 40 with the following distribution:

- Depth of knowledge and critical analysis of the topic (25)
- Appropriateness of responses to the topic question (5)
- Relevant and accurate literature (5)
- Essay has clear introduction, main body and conclusion. Clarity of expression/grammar and spelling (2)
- Correct referencing style (2)
- Appropriate word length (i.e., 2000-2500 words excluding references) relevant to the topic (1)

A criteria sheet is also available on the Unit Moodle website.

Referencing Style

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

Submission

Online

Submission Instructions

Submissions must be uploaded to the Moodle website

Learning Outcomes Assessed

- Explain and analyse the role of the state, employers, unions and employees in employment relations.
- Assess the impact of changes in the labour market and in the legal, political and economic framework on employment relations.
- Identify and discuss contemporary issues in employment relations.

2 Take Home Exam

Assessment Type

Take Home Exam

Task Description

Please note that our Assessment 2 (Take Home Exam) will take 24 hours to complete between **9 AM 12 June 2023 until 9 AM 13 June 2023 (AEST)**. The question paper and submission link to upload your answer paper will remain open from **9 AM 12 June 2023 until 9 AM 13 June 2023 (AEST)**.

Related Information:

1. You have to answer any three (3) of the seven (7) questions on the take-home exam paper. If more than three questions are answered, only the first three will be marked. All questions are of equal value – twenty marks each.
2. Each question should have a maximum word count of 1000 words. Therefore, you should write 500-1000 words on each question.
3. The total word count for this take-home paper will be 3000 words.
4. You should identify each of your answers by heading it with the question number – e.g., Q1.
5. Assessment 2 (take-home exam) will be worth 60 marks.

Assessment Due Date

Exam Week Monday (12 June 2023) 9:00 am AEST

The Take-Home Exam will be available from 9 AM 12 June 2023 until 9 AM 13 June 2023 (AEST).

Return Date to Students

As this is the final assessment item for this unit, submissions, along with marks and comments, will not be returned until the Certification of Grades date.

Weighting

60%

Assessment Criteria

The take-home exam will carry 60 (i.e. 20X3) marks. Marks will be awarded according to the appropriateness of responses to the given questions.

Referencing Style

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

Submission

Online

Learning Outcomes Assessed

- Explain and analyse the role of the state, employers, unions and employees in employment relations.
- Assess the impact of changes in the labour market and in the legal, political and economic framework on employment relations.
- Identify and discuss contemporary issues in employment relations.

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