



HRMT20027 *Employment Relations*

Term 1 - 2017

Profile information current as at 01/07/2022 02:51 pm

All details in this unit profile for HRMT20027 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 studies employment relations particularly in regard to the Australian employment relations system. The unit examines the ways in which governments, unions and employers interact in the Australian labour market to create the terms and conditions of employment for working people in Australia. The study of the labour market also includes a study of the theories that enhance understanding of employment relations, as well as important issues such as industrial conflict, enterprise bargaining and employee participation. Finally, issues arising from the resolution and management of conflict and the facilitation of economic efficiency and equity in the labour market are analysed. If you have successfully completed the unit HRMT20018 you should not enrol in this unit.

Details

Career Level: *Postgraduate*

Unit Level: *Level 8*

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 - 2017

- Brisbane
- Distance
- Melbourne
- 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 Postgraduate 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: 20%

2. **Written Assessment**

Weighting: 40%

3. **Examination**

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 Course Evaluations

Feedback

Good communication between the Course Coordinator and the students.

Recommendation

Regular communication through the discussion forums from the Course Coordinator to students is now an integral part of this course, as are the videos that assist students to better understand the content of the course. Regular communication with students will be maintained.

Action

Regular communication with the students has been maintained.

Feedback from Course Evaluations

Feedback

The assessment requires further clarification in some cases.

Recommendation

Clarification and explanation of the assessment requirements will continue to be an important feature of the teaching of the course.

Action

Videos explaining the assessment requirements of the essay and the report were developed and made available to the students to complement the other information that was provided on the website.

Unit Learning Outcomes

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

1. explain and discuss some of the theories of employment relations;
2. discuss and assess the role of governments, unions and employers in the system of employment relations in Australia;
3. identify and critically evaluate the changes in the Australian labour market;
4. discuss the impact of legislation on the practice of employment relations in Australia; and
5. identify and critically evaluate the most important issues that impact on the practice of employment relations in Australia.

Alignment of Learning Outcomes, Assessment and Graduate Attributes



Alignment of Assessment Tasks to Learning Outcomes

Assessment Tasks	Learning Outcomes				
	1	2	3	4	5
1 - Written Assessment - 20%	•	•	•	•	•
2 - Written Assessment - 40%				•	•

Assessment Tasks	Learning Outcomes				
	1	2	3	4	5
3 - Examination - 40%	•	•	•	•	•

Alignment of Graduate Attributes to Learning Outcomes

Graduate Attributes	Learning Outcomes				
	1	2	3	4	5
1 - Knowledge	○	○	○	○	○
2 - Communication	○	○	○	○	○
3 - Cognitive, technical and creative skills				○	○
4 - Research	○	○	○	○	○
5 - Self-management	○	○	○	○	○
6 - Ethical and Professional Responsibility				○	○
7 - Leadership				○	○
8 - Aboriginal and Torres Strait Islander Cultures					

Alignment of Assessment Tasks to Graduate Attributes

Assessment Tasks	Graduate Attributes							
	1	2	3	4	5	6	7	8
1 - Written Assessment - 20%	○	○		○	○			
2 - Written Assessment - 40%	○	○	○	○	○	○	○	
3 - Examination - 40%	○	○		○	○			

Textbooks and Resources

Textbooks

HRMT20027

Prescribed

Employment relations: an integrated approach

Edition: 1st (2015)

Authors: McPhail, R, Jerrard, M & Southcombe, A

Cengage Learning Australia

South Melbourne , Victoria , Australia

ISBN: 9780170254694

Binding: Paperback

[View textbooks at the CQUniversity Bookshop](#)

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 styles below:

- [American Psychological Association 6th Edition \(APA 6th edition\)](#)
- [Harvard \(author-date\)](#)

For further information, see the Assessment Tasks.

Teaching Contacts

Gordon Stewart Unit Coordinator

g.stewart@cqu.edu.au

Schedule

Week 1 - 06 Mar 2017

Module/Topic	Chapter	Events and Submissions/Topic
Introduction to employment relations	Chapter 1	

Week 2 - 13 Mar 2017

Module/Topic	Chapter	Events and Submissions/Topic
The changing nature of work and employment	Chapter 2	

Week 3 - 20 Mar 2017

Module/Topic	Chapter	Events and Submissions/Topic
Bargaining for agreements and conflict resolution	Chapter 13	

Week 4 - 27 Mar 2017

Module/Topic	Chapter	Events and Submissions/Topic
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Employee representation and participation Chapter 3

Week 5 - 03 Apr 2017

Module/Topic	Chapter	Events and Submissions/Topic
Managers, employer strategy and employer representation	Chapter 4	Essay Due: Week 5 Thursday (6 Apr 2017) 11:45 pm AEST

Vacation Week - 10 Apr 2017

Module/Topic	Chapter	Events and Submissions/Topic
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Week 6 - 17 Apr 2017

Module/Topic	Chapter	Events and Submissions/Topic
The role of the state in regulating employment relations	Chapter 5	

Week 7 - 24 Apr 2017

Module/Topic	Chapter	Events and Submissions/Topic
Diversity and inclusion	Chapter 6	

Week 8 - 01 May 2017

Module/Topic	Chapter	Events and Submissions/Topic
Workplace health and safety (WHS)	Chapter 7	

Week 9 - 08 May 2017

Module/Topic	Chapter	Events and Submissions/Topic
Staffing and learning and development	Chapters 8 & 9	Report Due: Week 9 Thursday (11 May 2017) 11:45 pm AEST

Week 10 - 15 May 2017

Module/Topic	Chapter	Events and Submissions/Topic
Performance management	Chapter 10	

Week 11 - 22 May 2017

Module/Topic	Chapter	Events and Submissions/Topic
Reward management	Chapter 11	

Week 12 - 29 May 2017

Module/Topic	Chapter	Events and Submissions/Topic
Negotiation	Chapter 12	

Review/Exam Week - 05 Jun 2017

Module/Topic	Chapter	Events and Submissions/Topic
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Exam Week - 12 Jun 2017

Module/Topic	Chapter	Events and Submissions/Topic
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Assessment Tasks

1 Essay

Assessment Type

Written Assessment

Task Description

Discuss the role of the Fair Work Commission in the making and approving of agreements. (20 marks)

Word Length: 1500-2000 words

Please note that information that is relevant to this essay will be posted on the course website.

Assessment Due Date

Week 5 Thursday (6 Apr 2017) 11:45 pm AEST

Return Date to Students

Week 7 Friday (28 Apr 2017)

Assignments will be returned upon completion of the marking and moderation process.

Weighting

20%

Assessment Criteria

A pass student will have referenced their paper poorly, and description will dominate. Better referencing and some analysis will lead to a credit, while the distinction students will have referenced and analysed the question well. They will be separated from the HD student because of their failure to argue a case in answer to the question consistently throughout the course of their paper.

A detailed criteria sheet is available on the course Moodle website.

Referencing Style

- [American Psychological Association 6th Edition \(APA 6th edition\)](#)
- [Harvard \(author-date\)](#)

Submission

Online

Learning Outcomes Assessed

- explain and discuss some of the theories of employment relations;
- discuss and assess the role of governments, unions and employers in the system of employment relations in Australia;
- identify and critically evaluate the changes in the Australian labour market;
- discuss the impact of legislation on the practice of employment relations in Australia; and
- identify and critically evaluate the most important issues that impact on the practice of employment relations in Australia.

Graduate Attributes

- Knowledge
- Communication
- Research
- Self-management

2 Report

Assessment Type

Written Assessment

Task Description

Write a report to the President of the Fair Work Commission advising him of any changes that you consider should be made to the Better Off Overall Test or BOOT. (40 marks)

Word Length: 2500-3000 words

Please note that information that is relevant to this report will be posted on the course website.

Assessment Due Date

Week 9 Thursday (11 May 2017) 11:45 pm AEST

Return Date to Students

Week 12 Friday (2 June 2017)

Assignments will be returned upon completion of the marking and moderation process.

Weighting

40%

Assessment Criteria

The markers of the report will pay particular attention in their marking to the extent to which papers are referenced, analyse and critically discuss the evidence, and answer the question. Purely descriptive and poorly referenced papers will not receive high marks.

A detailed criteria sheet is available on the course Moodle website.

Referencing Style

- [American Psychological Association 6th Edition \(APA 6th edition\)](#)
- [Harvard \(author-date\)](#)

Submission

Online

Learning Outcomes Assessed

- discuss the impact of legislation on the practice of employment relations in Australia; and
- identify and critically evaluate the most important issues that impact on the practice of employment relations in Australia.

Graduate Attributes

- Knowledge
- Communication
- Cognitive, technical and creative skills
- Research
- Self-management
- Ethical and Professional Responsibility
- Leadership

Examination

Outline

Complete an invigilated examination.

Date

During the examination period at a CQUniversity examination centre.

Weighting

40%

Length

180 minutes

Exam Conditions

Closed Book.

Materials

No calculators permitted

Dictionary - non-electronic, concise, direct translation only (dictionary must not contain any notes or comments).

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