HRMT20027 *Employment Relations*
Term 1 - 2019

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, enetrprise 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 - 2019

- 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 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 Student Evaluations

Feedback

The content and assessment requirements of this Unit have been well explained by members of the teaching team.

Recommendation

The teaching team will continue to explain the content and assessment requirements of this Unit.

Feedback from Student Evaluations

Feedback

There should be more emphasis on the HR aspects of employment relations in this Unit.

Recommendation

The HR aspects of employment relations will receive more attention in the teaching of this Unit.

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

| — 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	4	5
1 - Written Assessment - 20%	●	●	●	●	●
2 - Written Assessment - 40%				●	●
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 with Student Resource Access 12 Months
Edition: 2nd edn (2018)
Authors: Shaw, A, McPhail, R & Ressia, S
Cengage Learning Australia
South Melbourne , Victoria , Australia
ISBN: 9780170376679
Binding: Paperback

Additional Textbook Information
Copies are available to purchase at the CQUni Bookshop here: http://bookshop.cqu.edu.au (search on the Unit code)

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

Introduction to employment relations - 11 Mar 2019

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

The changing nature of work and employment - 18 Mar 2019

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

The role of the state in regulating employment relations - 25 Mar 2019

Module/Topic	Chapter	Events and Submissions/Topic
The role of the state in regulating employment relations	Chapter 3	

Bargaining for agreements - 01 Apr 2019

Module/Topic	Chapter	Events and Submissions/Topic
Bargaining for agreements	Chapter 7	

Employee representation and participation - 08 Apr 2019

Module/Topic	Chapter	Events and Submissions/Topic
Employee representation and participation	Chapter 4	Essay due: Thursday, 5 April **Essay** Due: Week 5 Thursday (11 Apr 2019) 11:45 pm AEST

Vacation Week - 15 Apr 2019

Module/Topic	Chapter	Events and Submissions/Topic

Managers, employer strategy and employer representation - 22 Apr 2019

Module/Topic	Chapter	Events and Submissions/Topic
Managers, employer strategy and employer representation	Chapter 5	

Negotiation and conflict resolution - 29 Apr 2019

Module/Topic	Chapter	Events and Submissions/Topic
Negotiation and conflict resolution	Chapter 6	

Diversity and inclusion - 06 May 2019

Module/Topic	Chapter	Events and Submissions/Topic
Diversity and inclusion	Chapter 8	

Workplace health and safety (WHS) - 13 May 2019

Module/Topic	Chapter	Events and Submissions/Topic
Workplace health and safety (WHS)	Chapter 9	Report due: Thursday, 10 May **Report** Due: Week 9 Thursday (16 May 2019) 11:45 pm AEST

Staffing - 20 May 2019

Module/Topic	Chapter	Events and Submissions/Topic
Staffing	Chapter 10	

Learning and development - 27 May 2019

Module/Topic	Chapter	Events and Submissions/Topic
Learning and development	Chapter 11	

Performance management and reward management - 03 Jun 2019

Module/Topic	Chapter	Events and Submissions/Topic
Performance management and reward management	Chapters 12 and 13	

Review/Exam Week - 10 Jun 2019

Module/Topic	Chapter	Events and Submissions/Topic

Exam Week - 17 Jun 2019

Module/Topic	Chapter	Events and Submissions/Topic

Assessment Tasks

1 Essay

Assessment Type
Written Assessment

Task Description
Discuss the role and assess the effectiveness of the Fair Work Commission in the review of modern awards in the Australian system of employment relations. (20 marks)
Word Length: 1000-1500 words
Please note that information that is relevant to this essay will be posted on the Unit website.

Assessment Due Date
Week 5 Thursday (11 Apr 2019) 11:45 pm AEST
Submissions must be uploaded to the Moodle website

Return Date to Students
Week 7 Monday (29 Apr 2019)
Assignments will be returned upon completion of the marking and moderation process

Weighting
20%

Assessment Criteria
Depth of knowledge and critical analysis of the topic
Appropriateness of responses to the topic question
Relevant and accurate literature
Essay has clear introduction, main body & conclusion. Clarity of expression/grammar and spelling
Correct referencing style
Appropriate word length relevant to the topic.
A detailed criteria sheet is available on the Unit 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 Unit Coordinator critiquing the employment relations issues that arise from the February 2017 decision of the Full Bench of the Fair Work Commission with respect to the *4 yearly review of modern awards – Penalty Rates*. (40 marks)
Word Length: 2000-2500 words
Please note that information that is relevant to this report will be posted on the Unit website.

Assessment Due Date
Week 9 Thursday (16 May 2019) 11:45 pm AEST
Submissions must be uploaded to the Moodle website

Return Date to Students
Week 11 Thursday (30 May 2019)
Assignments will be returned upon completion of the marking and moderation process.

Weighting
40%

Assessment Criteria
Depth of knowledge and critical analysis of the topic
Appropriateness of responses to the topic question
Relevant and accurate literature
Essay has clear introduction, main body & conclusion. Clarity of expression/grammar and spelling
Correct referencing style
Appropriate word length relevant to the topic.
A detailed criteria sheet is available on the Unit 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
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