



# HRMT20029 *International Employment Relations*

## Term 2 - 2020

Profile information current as at 14/12/2025 05:25 pm

All details in this unit profile for HRMT20029 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 the employment relationship. It studies the ways in which people are employed in various countries. You will analyse the labour markets and systems of employment relations in these countries. You will discuss the issues that emerge from this labour market analysis. This discussion will provide you with an insight into contemporary public policy and human resource management issues in a number of countries. HRMT20027 Employment Relations introduces students to the study of employment relations. HRMT20029 International Employment Relations builds upon this base by analysing employment relations in a number of significant market economies. The focus of this unit is the study of employment relations on a comparative basis. The theoretical perspectives that underpin the study of employment relations in HRMT20027 are incorporated into the theories that inform the study of comparative employment relations in HRMT20029.

### Details

Career Level: *Postgraduate*

Unit Level: *Level 9*

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 2 - 2020

- 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: 50%

#### 2. **Written Assessment**

Weighting: 50%

### 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 Unit Evaluations

**Feedback**

The videos are informative and assist with learning.

**Recommendation**

Videos will continue to play a central role in the delivery of information across all student cohorts.

#### Feedback from Unit Evaluations

**Feedback**

Greater use should be made of power point slides to accompany some of the videos.

**Recommendation**

New videos will be developed and they will be accompanied by more power point slides.

## Unit Learning Outcomes

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

1. Identify and discuss the main characteristics of employment relations in a number of countries
2. Compare and contrast employment relations in various countries
3. Critically analyse the labour markets of a number of countries
4. Critically discuss various human resource management issues that arise from the study of a number of labour markets. Explain the significance of these matters to both a specialist and general audience
5. Critically evaluate and demonstrate understanding of the theories that inform comparative employment relations.

## Alignment of Learning Outcomes, Assessment and Graduate Attributes

 N/A Level	 Introductory Level	 Intermediate Level	 Graduate Level	 Professional Level	 Advanced Level
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### Alignment of Assessment Tasks to Learning Outcomes

Assessment Tasks	Learning Outcomes				
	1	2	3	4	5
1 - Written Assessment - 50%	•	•	•	•	
2 - Written Assessment - 50%	•	•	•	•	•

### 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 - 50%	○	○	○	○	○	○	○	
2 - Written Assessment - 50%	○	○	○	○	○	○	○	

## Textbooks and Resources

### Textbooks

HRMT20029

#### Prescribed

#### **International and comparative employment relations: National regulation, global changes**

Edition: 6th edn (2016)

Authors: Bamber, GJ, Lansbury, RD, Wailes, N & Wright, CF (eds)

Allen & Unwin

Crows Nest, NSW, Australia

ISBN: 978 1 76011 029 1

Binding: Paperback

#### **Additional Textbook Information**

If you prefer to study with a paper copy, they are available at the CQUni Bookshop here: <http://bookshop.cqu.edu.au> (search on the Unit code). eBooks are available at the publisher's website.

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

For further information, see the Assessment Tasks.

## Teaching Contacts

**Christiana Liang** Unit Coordinator

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## Schedule

### **Week 1 - 13 Jul 2020**

Module/Topic	Chapter	Events and Submissions/Topic
An introduction to comparative employment relations. Employment relations in the United Kingdom	Chapters 1 & 2	

### **Week 2 - 20 Jul 2020**

Module/Topic	Chapter	Events and Submissions/Topic
Employment relations in the United States	Chapter 3	

### **Week 3 - 27 Jul 2020**

Module/Topic	Chapter	Events and Submissions/Topic
Employment relations in Canada	Chapter 4	

<b>Week 4 - 03 Aug 2020</b>		
<b>Module/Topic</b>	<b>Chapter</b>	<b>Events and Submissions/Topic</b>
Employment relations in Australia	Chapter 5	
<b>Week 5 - 10 Aug 2020</b>		
<b>Module/Topic</b>	<b>Chapter</b>	<b>Events and Submissions/Topic</b>
Employment relations in Italy	Chapter 6	
<b>Vacation Week - 17 Aug 2020</b>		
<b>Module/Topic</b>	<b>Chapter</b>	<b>Events and Submissions/Topic</b>
<b>Week 6 - 24 Aug 2020</b>		
<b>Module/Topic</b>	<b>Chapter</b>	<b>Events and Submissions/Topic</b>
Employment relations in France	Chapter 7	<b>Written Assessment - Essay</b> Due: Week 6 Thursday (27 Aug 2020) 11:45 pm AEST
<b>Week 7 - 31 Aug 2020</b>		
<b>Module/Topic</b>	<b>Chapter</b>	<b>Events and Submissions/Topic</b>
Employment relations in Germany	Chapter 8	
<b>Week 8 - 07 Sep 2020</b>		
<b>Module/Topic</b>	<b>Chapter</b>	<b>Events and Submissions/Topic</b>
Employment relations in Denmark	Chapter 9	
<b>Week 9 - 14 Sep 2020</b>		
<b>Module/Topic</b>	<b>Chapter</b>	<b>Events and Submissions/Topic</b>
Employment relations in Japan	Chapter 10	
<b>Week 10 - 21 Sep 2020</b>		
<b>Module/Topic</b>	<b>Chapter</b>	<b>Events and Submissions/Topic</b>
Employment relations in South Korea	Chapter 11	
<b>Week 11 - 28 Sep 2020</b>		
<b>Module/Topic</b>	<b>Chapter</b>	<b>Events and Submissions/Topic</b>
Employment relations in China	Chapter 12	
<b>Week 12 - 05 Oct 2020</b>		
<b>Module/Topic</b>	<b>Chapter</b>	<b>Events and Submissions/Topic</b>
Employment relations in India. The conclusion to the study of comparative employment relations.	Chapters 13 & 14	<b>Written Assessment - Essay</b> Due: Week 12 Thursday (8 Oct 2020) 11:45 pm AEST
<b>Review/Exam Week - 12 Oct 2020</b>		
<b>Module/Topic</b>	<b>Chapter</b>	<b>Events and Submissions/Topic</b>
<b>Exam Week - 19 Oct 2020</b>		
<b>Module/Topic</b>	<b>Chapter</b>	<b>Events and Submissions/Topic</b>

## Assessment Tasks

### 1 Written Assessment - Essay

#### Assessment Type

Written Assessment

#### Task Description

Identify and discuss the main challenges facing employment relations in Australia. In your assessment you must discuss

the challenges that are currently being faced by unions and the enterprise bargaining system. What do you consider will be the impact of the COVID-19 pandemic on employment relations in Australia? (50 marks)

Word Length: 2000-3000 words

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

#### **Assessment Due Date**

Week 6 Thursday (27 Aug 2020) 11:45 pm AEST

Submissions must be uploaded to the Moodle website

#### **Return Date to Students**

Week 8 Thursday (10 Sept 2020)

Essays will be returned at the completion of the marking and moderation process

#### **Weighting**

50%

#### **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 7th Edition \(APA 7th edition\)](#)

#### **Submission**

Online

#### **Submission Instructions**

Only MS Word document (doc and docx only). Other types are not acceptable. Documents that cannot go through Turnitin or cannot be opened will not be marked.

#### **Learning Outcomes Assessed**

- Identify and discuss the main characteristics of employment relations in a number of countries
- Compare and contrast employment relations in various countries
- Critically analyse the labour markets of a number of countries
- Critically discuss various human resource management issues that arise from the study of a number of labour markets. Explain the significance of these matters to both a specialist and general audience

#### **Graduate Attributes**

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

## **2 Written Assessment - Essay**

#### **Assessment Type**

Written Assessment

#### **Task Description**

Compare and contrast the role that the state plays in the system of employment relations in any two (2) of the countries that you have studied in this Unit. (50 marks)

Word Length: 2000-3000 words

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

#### **Assessment Due Date**

Week 12 Thursday (8 Oct 2020) 11:45 pm AEST

Submissions must be uploaded to the Moodle website

### **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**

50%

### **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 7th Edition \(APA 7th edition\)](#)

### **Submission**

Online

### **Submission Instructions**

Only MS Word document (doc and docx only). Other types are not acceptable. Documents that cannot go through Turnitin or cannot be opened will not be marked.

### **Learning Outcomes Assessed**

- Identify and discuss the main characteristics of employment relations in a number of countries
- Compare and contrast employment relations in various countries
- Critically analyse the labour markets of a number of countries
- Critically discuss various human resource management issues that arise from the study of a number of labour markets. Explain the significance of these matters to both a specialist and general audience
- Critically evaluate and demonstrate understanding of the theories that inform comparative employment relations.

### **Graduate Attributes**

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



## 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