



# HRMT20030 *Contemporary Issues in Human Resource Management*

## Term 2 - 2017

Profile information current as at 04/05/2024 05:16 pm

All details in this unit profile for HRMT20030 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

Students will identify and explore the contemporary issues effecting human resource management practice and the impact they are having, and potentially could have, on an organisation's ability to effectively and strategically attract, recruit, retain and manage its human resources in an increasingly dynamic and global environment. The unit critically links human resource management theory and its practical application to contemporary HRM issues. If you have previously successfully completed the unit HRMT20023 Contemporary Studies in Human Resource Management you are not required to undertake 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 2 - 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: 35%

#### 2. **In-class Test(s)**

Weighting: 15%

#### 3. **Presentation**

Weighting: 15%

#### 4. **Group Work**

Weighting: 35%

### 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 Have your Say survey

##### Feedback

The student evaluations of the course indicated strong agreement that the Moodle resources and the new assessment tasks helped them to learn.

##### Recommendation

Continue the new assessment regime

## Unit Learning Outcomes

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

1. identify key contemporary issues throughout the employment cycle and evaluate those which could affect HRM effectiveness;
2. evaluate the implications of the main contemporary HR issues for their potential to impact on the effective strategic management of an organisation;
3. reference and critically assess current theory and practice and use this research to propose ways to address issues of contemporary relevance to HRM;
4. compare and evaluate approaches which could be used to innovatively and effectively address contemporary HR issues; and
5. prepare professional reports and make presentations to initiate and support the implementation of initiatives dealing with contemporary HR issues.

## 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 - 35%	•	•	•	•	•
2 - In-class Test(s) - 15%	•				
3 - Presentation - 15%	•	•	•	•	•
4 - Group Work - 35%	•	•	•	•	•

### 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 - 35%	○	○	○	○	○			
2 - In-class Test(s) - 15%	○	○	○	○	○			
3 - Presentation - 15%	○	○	○	○	○	○	○	
4 - Group Work - 35%	○	○	○	○	○	○	○	

## 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 6th Edition \(APA 6th edition\)](#)

For further information, see the Assessment Tasks.

## Teaching Contacts

**Upamali Amarakoon** Unit Coordinator  
[u.amarakoon@cqu.edu.au](mailto:u.amarakoon@cqu.edu.au)

## Schedule

### Week 1 - 10 Jul 2017

Module/Topic	Chapter	Events and Submissions/Topic
<b>Workshop topic</b> - The "New HRM"		

### Week 2 - 17 Jul 2017

Module/Topic	Chapter	Events and Submissions/Topic
<b>Workshop topic:</b> Changing labour markets and changing organisations		

### Week 3 - 24 Jul 2017

Module/Topic	Chapter	Events and Submissions/Topic
<b>Workshop topic:</b> Attracting and recruiting people		

### Week 4 - 31 Jul 2017

Module/Topic	Chapter	Events and Submissions/Topic
<b>Skills workshop:</b> Searching and researching; Writing a report; conducting a literature review; Analysing a case		<b>Forming the group</b> <b>Selection of the news item for group presentation</b>

### Week 5 - 07 Aug 2017

Module/Topic	Chapter	Events and Submissions/Topic
<b>Workshop topic:</b> Engaging, recognising, and rewarding people		<b>Individual report (35%)</b>  <b>Report on recruitment</b> Due: Week 5 Wednesday (9 Aug 2017) 3:00 pm AEST

### Vacation Week - 14 Aug 2017

Module/Topic	Chapter	Events and Submissions/Topic

### Week 6 - 21 Aug 2017

Module/Topic	Chapter	Events and Submissions/Topic
<b>Workshop topic:</b> Contemporary job design- Flexible jobs and flexible workplaces + In-class preparation of group work		

### Week 7 - 28 Aug 2017

Module/Topic	Chapter	Events and Submissions/Topic
<b>Workshop topic:</b> Managing the workplace – health and safety, industrial relations + In-class preparation of group work		<b>In class test - case analysis activity</b>

### Week 8 - 04 Sep 2017

Module/Topic	Chapter	Events and Submissions/Topic

**Workshop topic:** Managing the workplace – ethics and organisation culture  
+ In-class preparation of group work

#### Week 9 - 11 Sep 2017

Module/Topic	Chapter	Events and Submissions/Topic
<b>Workshop topic:</b> Managing knowledge and learning <b>Presentations for News Story 1</b> + In-class preparation of group work		<b>Group presentation (15%)</b> Presentation on News Story 1 Presentation, contribute to discussion, upload slides and notes

#### Week 10 - 18 Sep 2017

Module/Topic	Chapter	Events and Submissions/Topic
<b>Workshop topic:</b> Developing HR Strategy <b>Presentations for News Story 2</b> + In-class preparation of group work		<b>Group presentation (15%)</b> Presentation on News Story 2 Presentation, contribute to discussion, upload slides and notes

#### Week 11 - 25 Sep 2017

Module/Topic	Chapter	Events and Submissions/Topic
<b>Workshop topic:</b> Managing the HR function <b>Presentations for News Story 3</b> + In-class preparation of group work		<b>Group presentation (15%)</b> Presentation on News Story 3 Presentation, contribute to discussion, upload slides and notes

#### Week 12 - 02 Oct 2017

Module/Topic	Chapter	Events and Submissions/Topic
<b>Workshop topic:</b> Contemporary challenges for HR		<b>Group report (35%)</b> Written Report to CEO  <b>HR and the News - Written report to the CEO</b> Due: Week 12 Wednesday (4 Oct 2017) 3:00 pm AEST

#### Review/Exam Week - 09 Oct 2017

Module/Topic	Chapter	Events and Submissions/Topic
No exam		

#### Exam Week - 16 Oct 2017

Module/Topic	Chapter	Events and Submissions/Topic
No exam		

## Assessment Tasks

### 1 Report on recruitment

#### Assessment Type

Written Assessment

#### Task Description

This report task is based on "Google's recruitment video" available at <https://www.youtube.com/watch?v=JcXF1YirPrQ>. Your report should (a) identify the key messages about Google as an organisation and as an employer, (b) incorporate HRM theory and literature to assess how effective the video is in attracting the right candidates, and (c) highlight the challenges organisations such as Google would face in their recruitment process.

Your report should draw on relevant themes from the first three weeks of the unit, and use at least five (5) references from relevant peer reviewed academic journals.

Length: Approximately 1500 words (excluding reference list)

#### Assessment Due Date

Week 5 Wednesday (9 Aug 2017) 3:00 pm AEST

## Return Date to Students

Week 7 Wednesday (30 Aug 2017)

Assignments will be returned to students in two working weeks

## Weighting

35%

## Assessment Criteria

**Research (10%)** - A thorough knowledge of the relevant material demonstrated through use of an appropriate body of quality sources (including at least 5 references from relevant academic peer reviewed journal articles).

**Analysis (10%)** - Identification of the issues, critical analysis, and clear argument supported by evidence.

**Application of theory/literature (10%)** - Application and/or integration of relevant theory and literature in the discussion to address the all three parts of the assessment task.

**Presentation (5%)** - Logical structure including clear introduction, appropriate paragraph separation or sub sections, and conclusion (2%); correct referencing of sources (1%); clear and concise written communication, including grammar (1%); within word limit (1%).

## Referencing Style

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

## Submission

Online

## Learning Outcomes Assessed

- identify key contemporary issues throughout the employment cycle and evaluate those which could affect HRM effectiveness;
- evaluate the implications of the main contemporary HR issues for their potential to impact on the effective strategic management of an organisation;
- reference and critically assess current theory and practice and use this research to propose ways to address issues of contemporary relevance to HRM;
- compare and evaluate approaches which could be used to innovatively and effectively address contemporary HR issues; and
- prepare professional reports and make presentations to initiate and support the implementation of initiatives dealing with contemporary HR issues.

## Graduate Attributes

- Knowledge
- Communication
- Cognitive, technical and creative skills
- Research
- Self-management

## 2 In class case analysis

### Assessment Type

In-class Test(s)

### Task Description

This assessment item has two components: individual component and group component.

**For in class students** - During your Week 7 scheduled class, you will be given a short case with four(4) questions. All members have to read the case. Each member of the team will be assigned one (1) question (out of four) for which you have to write your answer in bullet points in the special answer sheet provided to you by your lecturer. Once all members of the team finish responding to the respective question assigned to them, the group can have a discussion and decide on your group's recommendations. You will then have to write your group's recommendations in the answer sheet. The answer sheet has to be handed over to your lecturer at the end of the test.

**For flex students** - Course coordinator will contact you in advance to get a time slot for your online test in Week 7. You will be invited for a Zoom session (at the pre-scheduled time) and during this session, you will be given a short case with four(4) questions. All members have to read the case. Each member of the team will be assigned one (1) question (out of four) for which you have to write your answer in bullet points. Once all members of the team finish responding to the respective question assigned to them, the group can have a discussion and decide on your group's recommendations. One member will then have to write your group's recommendations in the answer sheet. All answer sheets have to be submitted at the end of the session.

**Duration** - One (1) hour

Your participation in the test is compulsory.

## Assessment Due Date

Week 7 - during scheduled class for on-campus students; pre-scheduled on-line session for flex students.

## Return Date to Students

To be returned within two working weeks

## Weighting

15%

## Assessment Criteria

### Individual component (8%)

- Understanding the case (2%)
- Appropriate application on HRM theory and concepts to analyse the case (3%)
- Relevant and appropriate response to the question (3%)

### Group component (7%)

- Identifying the overall key issue(s) (2%)
- Developing appropriate recommendations (3%)
- Team work (2%)

## Referencing Style

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

## Submission

Offline Online Group

## Submission Instructions

On-campus students will submit in class; Flex students will submit online

## Learning Outcomes Assessed

- identify key contemporary issues throughout the employment cycle and evaluate those which could affect HRM effectiveness;

## Graduate Attributes

- Knowledge
- Communication
- Cognitive, technical and creative skills
- Research
- Self-management

# 3 HR and the News - Presentation of group report

## Assessment Type

Presentation

## Task Description

Based on the news story selected by your group, prepare a 20 minute presentation for the CEO (using the template provided). Your presentation should focus on (a) a comprehensive analysis of the issue(s) and (b) recommendations for short and longer term action.

It must draw on two or more topics from the unit and refer to at least four (4) relevant peer reviewed academic journal articles.

This presentation should be a preview of your written report for the CEO, which will be submitted in Week 12.

All members of the group should participate in the presentation.

Presentations on news story one will be scheduled in Week 9; news story two in Week 10; and news story three in Week 11

*On campus students* - You will have up to 20 minutes to deliver an in-class presentation in your scheduled week, followed by a questions and answer session up to 10 minutes. You will upload your slides and notes/transcript on Moodle by the end of that week. All students are expected to participate in all class presentations.

*Flex students* - Upload your 20 minute presentation video (or the Youtube link to your video) along with associated notes (if required).

Each student should submit his/her peer assessment on Moodle.



## Assessment Due Date

In class students will present during class as scheduled in Weeks 9, 10 and 11. Distance students will submit on line in scheduled week.

## Return Date to Students

Return within one week of presentation

## Weighting

15%

## Assessment Criteria

**Quality of research and analysis (2%)** - Draw from two or more topics from the unit and refer to at least four (4) relevant peer reviewed academic journal articles.

**Application of theory (2%)** - Incorporate theory and literature to identify key issues and provide recommendations to meet the assessment requirements.

**Structure (2%)** - Concise and structured presentation with introduction, main presentation and conclusion.

**Delivery (2%)** - Effective use of audio visuals and verbal communication delivered within the 20-minute time allocation.

**Team work (2%)** - Work collaboratively as a team.

**Individual marks (5%)** - Assessment of individual's contribution to the group and class discussion.

## Referencing Style

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

## Submission

Offline Online Group

## Submission Instructions

Presented in class by on-campus students and video/link submitted online by flex students. Peer review forms submitted online individually

## Learning Outcomes Assessed

- identify key contemporary issues throughout the employment cycle and evaluate those which could affect HRM effectiveness;
- evaluate the implications of the main contemporary HR issues for their potential to impact on the effective strategic management of an organisation;
- reference and critically assess current theory and practice and use this research to propose ways to address issues of contemporary relevance to HRM;
- compare and evaluate approaches which could be used to innovatively and effectively address contemporary HR issues; and
- prepare professional reports and make presentations to initiate and support the implementation of initiatives dealing with contemporary HR issues.

## Graduate Attributes

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

## 4 HR and the News - Written report to the CEO

### Assessment Type

Group Work

### Task Description

#### Report to the CEO (35%)

Based on the news story your group has selected and the feedback received for your group presentation, develop a report to the CEO of the respective organisation.

Your report should include (a) a comprehensive analysis of the issue(s) and (b) recommendations for short and longer term action.

It must draw on two or more topics from the unit and refer to at least eight (8) relevant peer reviewed academic journal articles.

Length - 2500 words

**Assessment Due Date**

Week 12 Wednesday (4 Oct 2017) 3:00 pm AEST

**Return Date to Students**

Feedback and marks will be received along with "grades release"

**Weighting**

35%

**Assessment Criteria**

**Research (10%)** - A thorough knowledge of the relevant material demonstrated through use of an appropriate body of quality sources (including at least 8 references from relevant peer reviewed academic journal articles).

**Analysis (10%)** - Identification of the issue(s), critical analysis, and clear argument supported by evidence.

**Application of theory/literature (10%)** - Application and/or integration of relevant theory and literature in the discussion to address both (a) and (b) sections of the assessment task.

**Presentation (5%)** - Logical structure including clear introduction, appropriate paragraph separation or sub sections, and conclusion (2%); Correct referencing of sources (1%); Clear and concise written communication, including grammar (1%); Within word limit (1%).

**Referencing Style**

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

**Submission**

Online Group

**Learning Outcomes Assessed**

- identify key contemporary issues throughout the employment cycle and evaluate those which could affect HRM effectiveness;
- evaluate the implications of the main contemporary HR issues for their potential to impact on the effective strategic management of an organisation;
- reference and critically assess current theory and practice and use this research to propose ways to address issues of contemporary relevance to HRM;
- compare and evaluate approaches which could be used to innovatively and effectively address contemporary HR issues; and
- prepare professional reports and make presentations to initiate and support the implementation of initiatives dealing with contemporary HR issues.

**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