



# HRMT20030 *Contemporary Issues in Human Resource Management*

## Term 2 - 2018

Profile information current as at 29/04/2024 05:53 am

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 - 2018

- 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](#).

## 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

 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
<b>1 - Written Assessment - 35%</b>	•	•	•	•	•
<b>2 - In-class Test(s) - 15%</b>	•				
<b>3 - Presentation - 15%</b>	•	•	•	•	•
<b>4 - Group Work - 35%</b>	•	•	•	•	•

### Alignment of Graduate Attributes to Learning Outcomes

Graduate Attributes	Learning Outcomes				
	1	2	3	4	5
<b>1 - Knowledge</b>	◦	◦	◦	◦	◦
<b>2 - Communication</b>	◦	◦	◦	◦	◦
<b>3 - Cognitive, technical and creative skills</b>	◦	◦	◦	◦	◦
<b>4 - Research</b>		◦	◦	◦	◦
<b>5 - Self-management</b>	◦	◦	◦	◦	◦
<b>6 - Ethical and Professional Responsibility</b>			◦	◦	◦
<b>7 - Leadership</b>					◦

Graduate Attributes	Learning Outcomes				
	1	2	3	4	5
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%	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>			
2 - In-class Test(s) - 15%	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>			
3 - Presentation - 15%	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
4 - Group Work - 35%	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	

## Textbooks and Resources

### Textbooks

**There are no required textbooks.**

#### Additional Textbook Information

This unit will refer to peer-reviewed journal articles on contemporary HRM issues.

### 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 - 09 Jul 2018

Module/Topic	Chapter	Events and Submissions/Topic
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Introduction - The "New HRM"

### Week 2 - 16 Jul 2018

Module/Topic	Chapter	Events and Submissions/Topic
Social trends – Changing labour market and changing organisations		

### Week 3 - 23 Jul 2018

Module/Topic	Chapter	Events and Submissions/Topic
Competition & Choice; Competing for people		

### Week 4 - 30 Jul 2018

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

### Week 5 - 06 Aug 2018

Module/Topic	Chapter	Events and Submissions/Topic
Contemporary job design- Flexible jobs and flexible workplaces		

### Vacation Week - 13 Aug 2018

Module/Topic	Chapter	Events and Submissions/Topic
		<b>Assessment 1 - Individual Report</b> Due: Vacation Week Monday (13 Aug 2018) 8:00 am AEST

### Week 6 - 20 Aug 2018

Module/Topic	Chapter	Events and Submissions/Topic
Engaging, recognising, and rewarding people		

### Week 7 - 27 Aug 2018

Module/Topic	Chapter	Events and Submissions/Topic
Managing the workplace – health and safety, industrial relations		<b>Assessment 2 - Class test</b> Due: Week 7 Monday (27 Aug 2018) 8:00 am AEST

### Week 8 - 03 Sep 2018

Module/Topic	Chapter	Events and Submissions/Topic
Managing the workplace – ethics and organisation culture		

### Week 9 - 10 Sep 2018

Module/Topic	Chapter	Events and Submissions/Topic
Managing knowledge and learning		<b>Group presentation (15%)</b> Presentation on News Story 1 Presentation, contribute to discussion, complete recommendations sheet.

### Week 10 - 17 Sep 2018

Module/Topic	Chapter	Events and Submissions/Topic
Developing HR Strategy		<b>Group presentation (15%)</b> Presentation on News Story 2 Presentation, contribute to discussion, complete recommendations sheet.

### Week 11 - 24 Sep 2018

Module/Topic	Chapter	Events and Submissions/Topic
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Managing the HR function

**Group presentation (15%)**

Presentation on News Story 3  
Presentation, contribute to discussion, complete recommendations sheet, and upload your peer review form and recommendations sheet.

**Week 12 - 01 Oct 2018**

Module/Topic	Chapter	Events and Submissions/Topic
Contemporary challenges in HRM		

**Review/Exam Week - 08 Oct 2018**

Module/Topic	Chapter	Events and Submissions/Topic
No exam		<b>Assessment 3 - Part B - Written group report</b> Due: Review/Exam Week Monday (8 Oct 2018) 8:00 am AEST

**Exam Week - 15 Oct 2018**

Module/Topic	Chapter	Events and Submissions/Topic
No exam		

## Assessment Tasks

### 1 Assessment 1 - Individual Report

**Assessment Type**

Written Assessment

**Task Description**

Assuming that you are a Human Resource Consultant, prepare a report on "***The changing face of recruitment in Australia***" addressed to the top management of a selected Australian organisation.

Your report should focus on,

- significance of recruitment to organisations,
- recruitment trends, and
- challenges and opportunities for potential employees and the selected organisation.

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

**Length:** Approximately 1500 (+/- 10%) words (excluding reference list)

**Important :** Before commencing this task, carefully read the detailed assessment task and marking rubric available in the unit Moodle site.

**Assessment Due Date**

Vacation Week Monday (13 Aug 2018) 8:00 am AEST

Submission online only through the unit Moodle site

**Return Date to Students**

Week 8 Monday (3 Sept 2018)

Assignments will be returned to students in two working weeks (vacation week is excluded)

**Weighting**

35%

**Assessment Criteria**

Your report will be assessed on the extent to which it meets each of the following 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 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%).

Penalties for late submissions are applied according to policy  $[(-5\% \times 35)/\text{day} = -1.75 \text{ marks/day}]$

**Important:** Plagiarism and academic misconduct are taken very seriously. Such incidents will be reported to the Academic Learning Centre of the University and may result in a “zero” mark.

### 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 Assessment 2 - Class test

### 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, each member of your team will be given a short case with four(4) questions. You have to read the case individually. Each of you 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 respective answer sheet. The answer sheets have to be handed over to your lecturer at the end of the test.

**For flex students** - Course coordinator will contact your team in advance to get a time slot for your online test in Week 7. Your team 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 sent to the unit coordinator at the end of the session.

**Duration** - One (1) hour

No alternatives for this in-class test. Your participation in the test is compulsory.

### Assessment Due Date

Week 7 Monday (27 Aug 2018) 8:00 am AEST

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

### Return Date to Students

Week 9 Monday (10 Sept 2018)

To be returned within two working weeks

### Weighting

15%

## Assessment Criteria

Your test performance will be assessed on the extent to which you meet each of the following 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 Assessment 3 - Part A - Group presentation

## Assessment Type

Presentation

## Task Description

Based on one (1) of the three news stories (provided in the unit Moodle site) selected by your group, prepare a 20 minute presentation for the CEO (using the template provided).

Your presentation should include

- a comprehensive analysis of the issue(s) and
- 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 Review/Exam week. All members of the group should participate in the presentation.

Presentations on news story will be scheduled in Weeks 9, 10, and 11.

**On campus students** - You will have up to 20 minutes to deliver an in-class presentation, followed by a question and answer session up to 10 minutes. Each student is expected to participate in all class presentations, complete your recommendations sheet and upload through unit Moodle site, along with your peer-review form.

**Flex students** - You will have an online session with the unit coordinator during which each team member presents. Presentation time will be up to 20 minutes, followed by a question and answer session up to 10 minutes.

Each student should submit his/her peer assessment on Moodle. Flex students do not have to submit the individual's recommendations sheet.

## Assessment Due Date

In class students will present during class as scheduled in Weeks 9, 10 and 11. Distance students will present during online sessions.

## Return Date to Students



Feedback provided immediately after the presentation

### **Weighting**

15%

### **Assessment Criteria**

Your presentation will be assessed on the extent to which it meets each of the following 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 recommendations to other groups and contribution to his/her own group.

### **Referencing Style**

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

### **Submission**

Online Group

### **Submission Instructions**

Presented in class by on-campus students and online by flex students. Individual's recommendation sheet and peer review form submitted online by each student

### **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 Assessment 3 - Part B - Written group report**

### **Assessment Type**

Group Work

### **Task Description**

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 comprehensive analysis of the issue(s) and
- 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

**Important :** Before commencing this task, carefully read the detailed assessment task and marking rubric available in the unit Moodle site.

### **Assessment Due Date**

Review/Exam Week Monday (8 Oct 2018) 8:00 am AEST

Submitted online by one group member on behalf of the group

### **Return Date to Students**

Feedback and marks will be received along with the certification of grades process

### **Weighting**

35%

### **Assessment Criteria**

Your report will be assessed on the extent to which it meets each of the following 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 argumentation 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%).

Penalties for late submissions are applied according to policy  $[(-5\% \times 35)/\text{day} = -1.75 \text{ marks/day}]$

**Important:** Plagiarism and academic misconduct are taken very seriously. Such incidents will be reported to the Academic Learning Centre of the University and may result in a “zero” mark.

### **Referencing Style**

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

### **Submission**

Online

### **Submission Instructions**

Submitted online by one group member on behalf of the 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