



HRMT20030 *Contemporary Issues in Human Resource Management*

Term 1 - 2021

Profile information current as at 14/12/2025 03:40 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 1 - 2021

- 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: 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 feedback; self reflection

Feedback

Success in this unit requires students to engage with the unit on a regular basis to obtain formative feedback and to progress their assessments throughout the term. Positive feedback was received in relation to providing individual consultation time on a regular basis.

Recommendation

Retain this approach, alongside the interactive nature of the workshops, continue to provide ongoing feedback to students.

Feedback from Have your say feedback

Feedback

The group assignments are not useful. Through online sessions, people are not engaged and they affected others. so, maybe to reconsider another individual assessment for the unit.

Recommendation

Consider establishing alternative forms of assessment (e.g. individual task) suitable for online delivery.

Feedback from Have your say feedback

Feedback

The course was a little outdated due to COVID 19.

Recommendation

Provide the latest materials (e.g COVID -19) to assist students to better understand the contemporary labour market in which they are either seeking employment or are indeed employed.

Feedback from Have your say feedback

Feedback

The unit coordinator is an amazing lecturer and extremely helpful. She has greatly improved my learning process and ability to understand the content and assessments. She has been amazing at being available whenever I have needed help and guidance.

Recommendation

Continue to strongly support and engage with students to ensure that the assessment requirements of this Unit are made clear to the students.

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
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.

Additional Textbook Information

This unit will be based on peer-reviewed journal articles and therefore, no recommended text book.

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

Upamali Amarakoon Unit Coordinator
u.amarakoon@cqu.edu.au

Schedule

Week 1 - 08 Mar 2021

Module/Topic	Chapter	Events and Submissions/Topic
Introduction - The "New HRM"	Refer to weekly reading list	

Week 2 - 15 Mar 2021

Module/Topic	Chapter	Events and Submissions/Topic
Social trends – Changing labour market and changing organisations	Refer to weekly reading list	

Week 3 - 22 Mar 2021

Module/Topic	Chapter	Events and Submissions/Topic
Competition & Choice; Competing for people	Refer to weekly reading list	

Week 4 - 29 Mar 2021

Module/Topic	Chapter	Events and Submissions/Topic
Searching and researching; Writing essays and reports; Conducting a literature review; Analysing a case	Refer to weekly reading list	Forming groups

Week 5 - 05 Apr 2021

Module/Topic	Chapter	Events and Submissions/Topic
Contemporary job design- Flexible jobs and flexible workplaces	Refer to weekly reading list	Forming groups

Vacation Week - 12 Apr 2021

Module/Topic	Chapter	Events and Submissions/Topic
Assessment 1 - Individual Essay Due: Vacation Week Monday (12 Apr 2021) 11:45 pm AEST		
Week 6 - 19 Apr 2021		
Module/Topic	Chapter	Events and Submissions/Topic
Engaging, recognising, and rewarding people	Refer to weekly reading list	Practice in-class (online) test
Week 7 - 26 Apr 2021		
Module/Topic	Chapter	Events and Submissions/Topic
Managing the workplace – health and safety, industrial relations	Refer to weekly reading list	Assessment 2 - In-class (online) test Due: Week 7 Friday (30 Apr 2021) 11:45 pm AEST
Week 8 - 03 May 2021		
Module/Topic	Chapter	Events and Submissions/Topic
Managing the workplace – ethics and organisation culture	Refer to weekly reading list	
Week 9 - 10 May 2021		
Module/Topic	Chapter	Events and Submissions/Topic
Managing knowledge and learning	Refer to weekly reading list	Assessment 3 - Part A - Group presentations
Week 10 - 17 May 2021		
Module/Topic	Chapter	Events and Submissions/Topic
Developing HR Strategy	Refer to weekly reading list	Assessment 3 - Part A - Group presentations
Week 11 - 24 May 2021		
Module/Topic	Chapter	Events and Submissions/Topic
Managing the HR function	Refer to weekly reading list	Assessment 3 - Part A - Group presentations
Week 12 - 31 May 2021		
Module/Topic	Chapter	Events and Submissions/Topic
Contemporary challenges in HRM	Refer to weekly reading list	
Review/Exam Week - 07 Jun 2021		
Module/Topic	Chapter	Events and Submissions/Topic
No exam		Assessment 3 - Part B - Written group report Due: Review/Exam Week Monday (7 June 2021) 11:45 pm AEST
Exam Week - 14 Jun 2021		
Module/Topic	Chapter	Events and Submissions/Topic
No exam		

Assessment Tasks

1 Assessment 1 - Individual Essay

Assessment Type
Written Assessment

Task Description

Write an academic essay on "**Changing nature of jobs in the context of global challenges**".

Your essay should focus on,

- implications of specific global challenges on jobs,
- opportunities and challenges for human resource managers, and
- opportunities and challenges for employees

Your essay should draw on relevant themes from the first five weeks of the unit, and use at least eight (8) 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 (12 Apr 2021) 11:45 pm AEST

Submission online only through the unit Moodle site

Return Date to Students

Graded assignments will be returned to students after moderation 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:

- **Introduction & Conclusion (4%)** - Well formulated introduction and conclusion.
- **Research (9%)** - A thorough knowledge of the relevant material demonstrated through the use of an appropriate body of quality sources (including at least 8 peer-reviewed journal articles).
- **Analysis (9%)** - Identification of the issues, critical analysis, and clear argument supported by evidence.
- **Application of theory/literature (9%)** - Application and/or integration of relevant theory and literature in the discussion to address the assessment task.
- **Presentation (2%)** - Clear and concise written communication skills, within the word limit.
- **Referencing (2%)** - Correct referencing of sources (APA style)

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 Integrity Unit of the University and may result in a "zero" mark.

Referencing Style

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

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 - In-class (online) test

Assessment Type

In-class Test(s)

Task Description

During the Week 7 regular workshop, you will get access to a short case with five (5) questions. You have to read the case and write your answer in bullet points in the space provided to you.

Note : This online test will only be available during your workshop time. No alternatives are available for this online class test. Your participation in the test is compulsory.

Duration - One (1) hour

Assessment Due Date

Week 7 Friday (30 Apr 2021) 11:45 pm AEST

Week 7 - during the scheduled workshop

Return Date to Students

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:

- Understanding the case (3%)
- Relevance and appropriateness of responses (6%)
- Demonstrate understanding of appropriate HRM theory and concepts (6%)

Referencing Style

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

Submission

Online

Submission Instructions

Submitted online individually

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 presentation topics (made available in Moodle site) selected by your group, prepare a presentation for the CEO.

Your presentation should include,

- a comprehensive analysis of HRM challenges and opportunities (related to the chosen topic), and
- recommendations for short and long term action.

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

Oral presentations: All members of the group should participate in the presentation.

References: A minimum of 4 peer-reviewed journal articles in APA style.

Submission: One member submit the presentation in Moodle on behalf of the team.

Assessment Due Date

Students will present during workshops in Weeks 9, 10 and 11.

Return Date to Students

Students will be given detailed feedback immediately after the presentation. Grades will be given in one working week.

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 (3%)** - 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 (3%)** - Incorporate theory and literature to identify key issues and provide recommendations to meet the assessment requirements.
- **Structure (2%)** - Concise and structured presentation with an introduction, main presentation, and conclusion. References in APA style.
- **Delivery (2%)** - Quality of visual aids and verbal communication delivered within the allocated time.
- **Team work (2%)** - Work collaboratively as a team.
- **Individual marks (3%)** - Assessment of an individual's presentation skills.

Referencing Style

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

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

4 Assessment 3 - Part B - Written group report

Assessment Type

Group Work

Task Description

Based on the topic your group has selected, develop a report to the CEO of the respective organisation.

Your report should include

- a comprehensive analysis of HRM challenges and opportunities (related to the chosen topic), and
- recommendations for short and long term action.

It must draw on relevant topics from the unit and refer to at least ten (10) relevant peer-reviewed academic journal articles.

Length - 2500 words (+/- 10%) (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

Review/Exam Week Monday (7 June 2021) 11:45 pm AEST

Only ONE (1) report per group must be submitted on Moodle

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:

- **Executive summary (2%)** - Content clearly presented and summarised report succinctly.
- **Research (7%)** - A thorough knowledge of the relevant material demonstrated through the use of an appropriate body of quality sources (including at least 10 peer-reviewed academic journal articles).
- **Analysis (8%)** - Identification of the issue(s), critical analysis, and clear argumentation supported by evidence.
- **Application of theory/literature (7%)** - Application and/or integration of relevant theory and literature in the discussion to address the assessment task.
- **Presentation (5%)** - Logical structure including a clear introduction, conclusion, and recommendation (3%); Clear and concise written communication (2%) .
- **Referencing (1%)** Correct referencing of sources in APA
- **Individual's contribution (5%)** - Assessment of an individual's contribution by group members

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

All students must submit their group contribution assessment form. If any member has not submitted the group contribution form, s/he will not be given an individual's contribution marks.

Important: Plagiarism and academic misconduct are taken very seriously. Such incidents will be reported to the Academic Integrity Unit of the University and may result in a "zero" mark.

Referencing Style

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

Submission

Online Group

Submission Instructions

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
- 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