HRMT20030 *Contemporary Issues in Human Resource Management*

Term 2 - 2021

Profile information current as at 20/04/2024 05:17 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 - 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 Unit coordinator reflection

Feedback

Some students appeared to lack engagement with the unit throughout the term

Recommendation

Students who have limited engagement in the unit will continue to be contacted via email, Moodle, and phone to encourage their participation and engagement.

Feedback from Student evaluation

Feedback

Student response rate could be improved

Recommendation

Further efforts will be made to improve the response rate to the student evaluation at the end of term.

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

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 does not involve a textbook. You will be referring to peer-reviewed journal articles instead.

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

Paul Krust Unit Coordinator
p.krust@cqu.edu.au

Schedule

Week 1 - 12 Jul 2021

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

Week 2 - 19 Jul 2021

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

Week 3 - 26 Jul 2021

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

Week 4 - 02 Aug 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 e-reading list	**Forming groups**

Week 5 - 09 Aug 2021

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

Vacation Week - 16 Aug 2021

Module/Topic	Chapter	Events and Submissions/Topic
		Assessment 1 - Individual Essay Due: Vacation Week Monday (16 Aug 2021) 11:45 pm AEST

Week 6 - 23 Aug 2021

Module/Topic	Chapter	Events and Submissions/Topic
Engaging, recognising, and rewarding people	Refer to weekly e-reading list	**Practice in-class (online) test**

Week 7 - 30 Aug 2021

Module/Topic	Chapter	Events and Submissions/Topic
Managing the workplace – health and safety, industrial relations	Refer to weekly e-reading list	**Assessment 2** - **In-class (online) test**

Week 8 - 06 Sep 2021

Module/Topic	Chapter	Events and Submissions/Topic

Managing the workplace – ethics and organisation culture	Refer to weekly e-reading list	

Week 9 - 13 Sep 2021

Module/Topic	Chapter	Events and Submissions/Topic
Managing knowledge and learning	Refer to weekly e-reading list	**Assessment 3 - Part A - Group presentations**

Week 10 - 20 Sep 2021

Module/Topic	Chapter	Events and Submissions/Topic
Developing HR Strategy	Refer to weekly e-reading list	**Assessment 3 - Part A - Group presentations**

Week 11 - 27 Sep 2021

Module/Topic	Chapter	Events and Submissions/Topic
Managing the HR function	Refer to weekly e-reading list	**Assessment 3 - Part A - Group presentations**

Week 12 - 04 Oct 2021

Module/Topic	Chapter	Events and Submissions/Topic
Contemporary challenges in HRM	Refer to weekly e-reading list	

Review/Exam Week - 11 Oct 2021

Module/Topic	Chapter	Events and Submissions/Topic
No exam		**Assessment 3 - Part B - Written group report** Due: Review/Exam Week Monday (11 Oct 2021) 11:45 pm AEST

Exam Week - 18 Oct 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 "**Contemporary challenges in managing human resources**".
Your essay should focus on,

- at least three (3) specific contemporary challenges in managing human resources,
- the ways in which human resource managers can address identified challenges, and
- associated 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 (16 Aug 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%× 35)/day = -1.75 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 - 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 and top management.
Your presentation should,

- focus on one (1) organisation of your choice,
- provide 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 (for Assessment 3A), develop a report to the CEO and top management 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 (11 Oct 2021) 11:45 pm AEST
Only one (1) report per group must be submitted on Moodle; Each member should submit his/her confidential peer evaluation form.

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%× 35)/day = -1.75 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