



# HRMT20030 *Contemporary Issues in Human Resource Management*

## Term 2 - 2023

Profile information current as at 27/04/2024 05:51 pm

All details in this unit profile for HRMT20030 have been officially approved by CQU University 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 - 2023

- 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 Self-reflection and staff feedback

##### Feedback

This unit has been updated in T2 2022 with a new topic, namely, "HR Analytics and issues" to make it more contemporary.

##### Recommendation

There is no specific issue with this unit. However, this unit will have some changes in 2023 as required by the School, the Dean and the Head of College to include the HR Analytics component, in turn, to make the HR major more contemporary.

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

For further information, see the Assessment Tasks.

## Teaching Contacts

**Huong Le** Unit Coordinator  
[h.le@cqu.edu.au](mailto:h.le@cqu.edu.au)

## Schedule

### Week 1 - 10 Jul 2023

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

### Week 2 - 17 Jul 2023

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

### Week 3 - 24 Jul 2023

Module/Topic	Chapter	Events and Submissions/Topic
Competition and choice: Competing for people	Refer to weekly e-reading list	<b>Writing workshop:</b> Research skills; Writing an essay and a report.

### Week 4 - 31 Jul 2023

Module/Topic	Chapter	Events and Submissions/Topic
HR Analytics and issues	Refer to weekly e-reading list	<b>Forming groups</b>

### Week 5 - 07 Aug 2023

Module/Topic	Chapter	Events and Submissions/Topic
Contemporary job design: Flexible jobs and flexible workplaces	Refer to weekly e-reading list	<b>Finalising groups</b>

### Vacation Week - 14 Aug 2023

Module/Topic	Chapter	Events and Submissions/Topic
		<b>Assessment 1 - Individual Essay</b> Due: Vacation Week Wednesday (16 Aug 2023) 9:00 am AEST

### Week 6 - 21 Aug 2023

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

### Week 7 - 28 Aug 2023

Module/Topic	Chapter	Events and Submissions/Topic
Managing the workplace: Health, and safety, industrial relations	Refer to weekly e-reading list	<b>Assessment 2 - In-class (Online) Test</b>

### Week 8 - 04 Sep 2023

Module/Topic	Chapter	Events and Submissions/Topic
Managing the workplace: Ethics and organisational culture	Refer to weekly e-reading list	

### Week 9 - 11 Sep 2023

Module/Topic	Chapter	Events and Submissions/Topic
Managing knowledge and learning	Refer to weekly e-reading list	

### Week 10 - 18 Sep 2023

Module/Topic	Chapter	Events and Submissions/Topic

### Assessment 3 - In-class Group Presentations

Developing HR Strategy

Refer to weekly e-reading list

**Assessment 3 - Group Presentation** Due: Week 10 Monday (18 Sept 2023) 9:00 am AEST

#### Week 11 - 25 Sep 2023

**Module/Topic**

**Chapter**

**Events and Submissions/Topic**

Managing the HR Function

Refer to weekly e-reading list

#### Week 12 - 02 Oct 2023

**Module/Topic**

**Chapter**

**Events and Submissions/Topic**

Revisions: Contemporary challenges in HRM

Refer to weekly e-reading list

#### Review/Exam Week - 09 Oct 2023

**Module/Topic**

**Chapter**

**Events and Submissions/Topic**

**Assessment 4 - Written Group Report** Due: Review/Exam Week Wednesday (11 Oct 2023) 9:00 am AEST

#### Exam Week - 16 Oct 2023

**Module/Topic**

**Chapter**

**Events and Submissions/Topic**

## Assessment Tasks

### 1 Assessment 1 - Individual Essay

#### Assessment Type

Written Assessment

#### Task Description

- **Task:** Write an academic essay on "Contemporary challenges in managing human resources".
- **Length:** Approximately 1500 (+/- 10%) words (excluding the reference list).

Your essay should:

- discuss at least three (3) specific contemporary challenges in managing human resources, and the ways in which human resource managers can address identified challenges for employees, drawing on relevant themes from the first five weeks/topics of the unit, and
- cite at least **eight (8) references** from recent and relevant peer-reviewed academic journals using the APA referencing style.

**Note that before commencing this task, carefully read the detailed assessment task and marking rubric available on the unit Moodle site.**

#### Assessment Due Date

Vacation Week Wednesday (16 Aug 2023) 9:00 am AEST  
Submission online only through the unit Moodle site

#### Return Date to Students

Graded assessments will be returned to students in two working weeks (public holidays and weekends are excluded).

#### Weighting

35%

#### Assessment Criteria

A full marking rubric will be available on the Moodle site. The following criteria will be the basis of this rubric:

- 1) Introduction & Conclusion (3 marks)** - Well-formulated introduction and conclusion.
- 2) Research (9 marks)** - 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).
- 3) Analysis (9 marks)** - Identification of the issues, critical analysis, and clear argument supported by evidence.
- 4) Application of theory/literature (9 marks)** - Application and/or integration of relevant theory and recent literature in the discussion to address the assessment task.
- 5) Communication (3 marks)** - Clear and concise written communication skills, within the word limit.
- 6) Referencing (2 marks)** - Correct use of the APA referencing style.

Penalties for late submissions are applied according to policy (5% per 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

Graded assessments will be returned to students in two working weeks (public holidays and weekends are excluded).

### Weighting

15%

### Assessment Criteria

Your test performance will be assessed on the extent to which you meet each of the following criteria:

- 1) Understanding the case (3 marks).
- 2) Relevance and appropriateness of responses (6 marks).
- 3) Demonstrate understanding of appropriate HRM theory and concepts (6 marks).

### Referencing Style

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

### Submission

Online

### Submission Instructions

You must be ready to commence the test at the start of the workshop - ensure stable internet access ahead of time.

### 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 - Group Presentation

### Assessment Type

Presentation

### Task Description

This assessment task requires you to

- form a group of 3 to 4 students from the same workshop.
- prepare a 7 to 10-minute PowerPoint (ppt) presentation in class for the CEO and top management team, based on one (1) of the three presentation topics (made available on the Moodle site) selected by your group. This ppt presentation should be a preview of your written report for the CEO.

### Your ppt presentation should

- focus on one (1) organisation of your choice (located in Australia with a clear company website).
- provide a comprehensive analysis of contemporary HRM challenges (and/or opportunities) for this chosen organisation (related to your chosen topic).
- have recommendations for short-term and long-term action to address the above HRM challenges.
- cite recent and relevant peer-reviewed academic journal articles, using the APA referencing style.

### Other information

- Oral presentations: All members of the group should participate equally in the presentation.
- Submission: One member will submit the presentation on the Moodle site on behalf of the team.

### Assessment Due Date

Week 10 Monday (18 Sept 2023) 9:00 am AEST

Submissions must be uploaded to Moodle and students will present during Week 10 workshop

### Return Date to Students

Students will be given detailed feedback immediately after the presentation. Grades will be given within two working weeks.

### Weighting

15%



## Assessment Criteria

Your presentation will be assessed on the extent to which it meets each of the following criteria:

- 1) Quality of research and analysis (3 marks)** - Draw from a topic from the unit and refer to recent and relevant peer-reviewed academic journal articles.
- 2) Application of theory (3 marks)** - Incorporate theory and literature to identify key issues and provide recommendations to meet the assessment requirements.
- 3) Structure (2 marks)** - Concise and structured presentation with an introduction, main presentation, and conclusion. Reference list in the APA referencing style.
- 4) Delivery (5 marks)** - Quality of visual aids (ppt slides) and verbal communication delivered within the allocated time.
- 5) Teamwork (2 marks)** - Work collaboratively as a team.

You will lose marks for this task if you are not present on the day.

## 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 4 - Written Group Report

### Assessment Type

Group Work

### Task Description

- **Task:** Write a report to the CEO of the respective organisation based on the topic that your group has selected for Assessment 3.

- **Length:** 2000 words (+/- 10%) (excluding the reference list and Appendices).

Your report should

- provide a comprehensive analysis of contemporary HRM challenges (and/or opportunities) for this chosen organisation (related to your chosen topic).
- have recommendations for short-term and long-term action to address the above HRM challenges.
- draw on relevant topics from this unit and **cite at least ten (10) recent and relevant peer-reviewed academic journal articles**, using the APA referencing style.

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

### **Assessment Due Date**

Review/Exam Week Wednesday (11 Oct 2023) 9:00 am AEST

### **Return Date to Students**

Feedback and marks will be released to students along with the certification of grades process

### **Weighting**

35%

### **Assessment Criteria**

A full marking rubric will be available on the Moodle site. Your report will be assessed on the extent to which it meets each of the following criteria:

- 1) Executive summary (2 marks)** – Clearly presented and summarised the report succinctly.
- 2) Research (9 marks)** - A thorough knowledge of the relevant material demonstrated through the use of an appropriate body of quality sources (including at least 10 recent and relevant peer-reviewed academic journal articles).
- 3) Analysis (9 marks)** - Identification of the issue(s), critical analysis, and clear argumentation supported by evidence.
- 4) Application of theory/literature (9 marks)** - Application and/or integration of relevant theory and literature in the discussion to address the assessment task.
- 5) Communication (5 marks)** - Logical structure including a clear introduction, conclusion, and recommendation; Clear and concise written communication.
- 6) Referencing (1 marks)** - Correct use of the APA reference style.

Penalties for late submissions are applied according to policy (5% per 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 Group

### **Submission Instructions**

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

### **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