

In Progress

Please note that this Unit Profile is still in progress. The content below is subject to change.



HRMT20030 *Contemporary Human Resource Management and People Analytics*

Term 1 - 2027

Profile information current as at 07/09/2026 09:33 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

In this unit, you will examine contemporary issues in human resource management (HRM) and explore the impact that new developments in people analytics have on an organisation's ability to strategically attract, recruit, retain and manage its human resources in a competitive environment. In addition, this unit will raise your awareness of the relevance of Aboriginal and Torres Strait Islander cultures in good business practices, as well as apply lessons from those cultures for good ethical, social, and governance outcomes in HRM contexts.

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 - 2027

- Online

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

Information for Class and Assessment Overview has not been released yet.
This information will be available on Monday 11 January 2027

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
- Academic Progression Policy and Procedure
- Student Refund and Credit Balance Policy and Procedure
- 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 Student Survey

Feedback

Low response rates and lower satisfaction scores in T2-2025 suggest reduced student engagement and limited opportunities for feedback dialogue, particularly in smaller cohorts.

Recommendation

Increase structured opportunities for formative feedback and engagement, including targeted check-in activities prior to major assessments, and clearer promotion of student evaluation processes. Teaching staff should explicitly close the feedback loop by communicating how student feedback has informed unit improvements.

Feedback from Unit Coordinator

Feedback

some students required clearer guidance on assessment expectations, evaluation criteria, and performance standards, particularly for the analytics-focused components of the unit.

Recommendation

Implement explicit, structured in-class assessment activities across all cohorts from the early weeks of the term, including assessment walkthroughs, discussion of marking criteria and exemplars, and guided evaluation of sample responses during workshops.

Feedback from Unit Coordinator

Feedback

Lower engagement levels in some cohorts suggest that group formation and peer engagement may not have been sufficiently established early in the term, limiting collaboration and participation in workshops.

Recommendation

Introduce early, staff-supported group development activities within the first two weeks of the term. Teaching staff should actively facilitate group formation, clarify group roles and expectations, and encourage early collaboration through low-stakes, in-class activities. This approach should be supported by structured icebreaker tasks and early collaborative exercises to promote engagement and accountability from the outset.

Unit Learning Outcomes

Information for Unit Learning Outcomes has not been released yet.
This information will be available on Monday 11 January 2027

Alignment of Learning Outcomes, Assessment and Graduate Attributes

Information for Alignment of Learning Outcomes, Assessment and Graduate Attributes has not been released yet.
This information will be available on Monday 11 January 2027

Textbooks and Resources

Information for Textbooks and Resources has not been released yet.
This information will be available on Monday 15 February 2027

Academic Integrity Statement

Information for Academic Integrity Statement has not been released yet.
This unit profile has not yet been finalised.