



HRMT20029 *International Employment Relations*

Term 2 - 2024

Profile information current as at 29/07/2024 03:55 pm

All details in this unit profile for HRMT20029 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

This unit studies the employment relationship. It studies the ways in which people are employed in various countries. You will analyse the labour markets and systems of employment relations in these countries. You will discuss the issues that emerge from this labour market analysis. This discussion will provide you with an insight into contemporary public policy and human resource management issues in a number of countries. HRMT20027 Employment Relations introduces students to the study of employment relations. HRMT20029 International Employment Relations builds upon this base by analysing employment relations in a number of significant market economies. The focus of this unit is the study of employment relations on a comparative basis. The theoretical perspectives that underpin the study of employment relations in HRMT20027 are incorporated into the theories that inform the study of comparative employment relations in HRMT20029.

Details

Career Level: *Postgraduate*

Unit Level: *Level 9*

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 - 2024

- 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

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: 50%

2. **Presentation**

Weighting: 50%

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 From the school/ discipline meeting.

Feedback

A comprehensive review of Assessments 1 and 2 has been undertaken, and revisions are recommended to enhance their content and task descriptions, thereby mitigating the potential for future plagiarism cases.

Recommendation

Please review the assessments and revise them to mitigate the potential for future plagiarism cases.

Unit Learning Outcomes

On successful completion of this unit, you will be able to:

1. Identify and discuss the main characteristics of employment relations in a number of countries
2. Compare and contrast employment relations in various countries
3. Critically analyse the labour markets of a number of countries
4. Critically discuss various human resource management issues that arise from the study of a number of labour markets. Explain the significance of these matters to both a specialist and general audience
5. Critically evaluate and demonstrate understanding of the theories that inform comparative employment relations.

The proposed change in the assessment format keeps the same goals as before, like improving communication, critical thinking, technical skills, research abilities, self-management, ethics, and leadership qualities. This means the impact on external accreditation will likely not be applicable. It is important to check that the changes match existing accreditation criteria. Clear documentation and open communication will help address any concerns from external accreditation bodies. Regular monitoring and feedback will ensure the ongoing fit of the new assessment format with accreditation standards.

Alignment of Learning Outcomes, Assessment and Graduate Attributes



Alignment of Assessment Tasks to Learning Outcomes

Assessment Tasks	Learning Outcomes				
	1	2	3	4	5
1 - Written Assessment - 50%	•	•	•	•	•
2 - Presentation - 50%	•	•	•	•	•

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					

Textbooks and Resources

Textbooks

HRMT20029

Prescribed

International and Comparative Employment Relations: Global Crises and Institutional Responses

Edition: 7th (2021)

Authors: Greg J. Bamber, Fang Lee Cooke, Virginia Doellgast, & Chris F Wright

Sage

ISBN: 978-1-5264-9965-3

[View textbooks at the CQUniversity Bookshop](#)

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

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Schedule

Week 1 - 08 Jul 2024

Module/Topic	Chapter	Events and Submissions/Topic
Introduction: Internationally Comparative Approaches to Studying Employment Relations (Chapter 1) Employment Relations in the United Kingdom (Chapter 2)	Chapters 1 & 2	

Week 2 - 15 Jul 2024

Module/Topic	Chapter	Events and Submissions/Topic
Employment Relations in the United States	Chapter 3	

Week 3 - 22 Jul 2024

Module/Topic	Chapter	Events and Submissions/Topic
Employment Relations in Canada	Chapter 4	

Week 4 - 29 Jul 2024

Module/Topic	Chapter	Events and Submissions/Topic
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Employment Relations in Australia Chapter 5

Week 5 - 05 Aug 2024

Module/Topic	Chapter	Events and Submissions/Topic
Employment Relations in Italy	Chapter 6	

Vacation Week - 12 Aug 2024

Module/Topic	Chapter	Events and Submissions/Topic
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Week 6 - 19 Aug 2024

Module/Topic	Chapter	Events and Submissions/Topic
Employment Relations in France	Chapter 7	Written Assessment Due: Week 6 Friday (23 Aug 2024) 11:45 pm AEST

Week 7 - 26 Aug 2024

Module/Topic	Chapter	Events and Submissions/Topic
Employment Relations in Germany	Chapter 8	

Week 8 - 02 Sep 2024

Module/Topic	Chapter	Events and Submissions/Topic
Employment Relations in Denmark	Chapter 9	

Week 9 - 09 Sep 2024

Module/Topic	Chapter	Events and Submissions/Topic
Employment Relations in Japan	Chapter 10	

Week 10 - 16 Sep 2024

Module/Topic	Chapter	Events and Submissions/Topic
Employment Relations in South Korea	Chapter 11	

Week 11 - 23 Sep 2024

Module/Topic	Chapter	Events and Submissions/Topic
Employment Relations in China	Chapter 12	Presentation Due: Week 11 Friday (27 Sept 2024) 11:45 pm AEST

Week 12 - 30 Sep 2024

Module/Topic	Chapter	Events and Submissions/Topic
Employment Relations in India (Chapter 13) Conclusions: Globalisation, Crises and Institutional Responses (Chapter 15)	Chapters 13 & 15	5-minute Q&A session (Assessment 2: Individual Presentation)

Review/Exam Week - 07 Oct 2024

Module/Topic	Chapter	Events and Submissions/Topic
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Exam Week - 14 Oct 2024

Module/Topic	Chapter	Events and Submissions/Topic
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Assessment Tasks

1 Written Assessment

Assessment Type

Written Assessment

Task Description

Challenges in Australian Employment Relations: In this assignment, you are tasked with identifying and thoroughly

discussing the 2-3 main challenges currently facing employment relations in Australia. Your analysis should extend to challenges experienced by unions and the enterprise bargaining system. Additionally, you are required to explore and evaluate the impact of the COVID-19 pandemic on employment relations in Australia.

Guidelines:

Literature Review: Conduct a comprehensive literature review to identify and discuss scholarly articles, academic journals, and reputable sources that highlight the challenges faced by employment relations in Australia. Your review should provide a solid foundation for understanding the current landscape.

Union Challenges/Enterprise Bargaining System: Explore the challenges that unions are currently encountering in the Australian context. Analyse factors such as changing workforce dynamics, legislative developments, and any other pertinent issues that influence the effectiveness and relevance of unions. Examine the challenges associated with the enterprise bargaining system in Australia. Consider recent trends, legal frameworks, and the impact of economic and social changes on the bargaining process within enterprises.

COVID-19 Impact Analysis: Evaluate the potential impact of the COVID-19 pandemic on employment relations in Australia. Consider changes in work arrangements, the role of government interventions, and the implications for unions and the enterprise bargaining system.

Critical Reflection: Provide your critical reflection on the overall state of employment relations in Australia. Include your insights into potential solutions or adaptations that could address the identified challenges.

Word Length: 2500 words (excluding references and Appendix)

Assessment Due Date

Week 6 Friday (23 Aug 2024) 11:45 pm AEST
Submissions must be uploaded to the Moodle website

Return Date to Students

Week 8 Friday (6 Sept 2024)
Essays will be returned at the completion of the marking and moderation process

Weighting

50%

Assessment Criteria

Literature Review (10 marks): Conduct a comprehensive literature review to identify and discuss scholarly articles, academic journals, and reputable sources that highlight the challenges faced by employment relations in Australia. Your review should provide a solid foundation for understanding the current landscape.

Union Challenges/Enterprise Bargaining System (10 marks): Explore the challenges that unions are currently encountering in the Australian context. Analyse factors such as changing workforce dynamics, legislative developments, and any other pertinent issues that influence the effectiveness and relevance of unions. Examine the challenges associated with the enterprise bargaining system in Australia. Consider recent trends, legal frameworks, and the impact of economic and social changes on the bargaining process within enterprises.

COVID-19 Impact Analysis (10 marks): Evaluate the potential impact of the COVID-19 pandemic on employment relations in Australia. Consider changes in work arrangements, the role of government interventions, and the implications for unions and the enterprise bargaining system.

Critical Reflection (15 marks): Provide your critical reflection on the overall state of employment relations in Australia. Include your insights into potential solutions or adaptations that could address the identified challenges. Evaluation of the integration of scholarly sources (e.g., journal articles or reports) to support arguments.

Clear Structure and Expression (2 marks): Assessment of the essay's overall structure, coherence, and linguistic proficiency.

Correct Referencing Style (2 marks): Adherence to the prescribed referencing style (i.e., APA 7th eds.) for accurate and consistent citations.

Appropriate Word Length (1 mark): Appropriate word length relevant to the assignment (i.e., maximum of 2500 words, excluding references and Appendix)

Referencing Style

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

Submission

Online

Submission Instructions

Only MS Word document (doc and docx only). Other types are not acceptable. Documents that cannot go through Turnitin or cannot be opened will not be marked.

Learning Outcomes Assessed

- Identify and discuss the main characteristics of employment relations in a number of countries
- Compare and contrast employment relations in various countries
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- Critically discuss various human resource management issues that arise from the study of a number of labour markets. Explain the significance of these matters to both a specialist and general audience
- Critically evaluate and demonstrate understanding of the theories that inform comparative employment relations.

2 Presentation

Assessment Type

Presentation

Task Description

Individual Presentation on Comparative Analysis of State Role in Employment Relations

In this individual presentation, you must focus on conducting an in-depth comparison and contrast of the state's involvement in employment relations within two specific countries covered in our unit. The primary goal is to evaluate how governmental policies, regulations, and interventions mold and impact employment relations in these nations. Moreover, it is imperative to uphold a professional demeanor throughout the entire presentation, which is scheduled for 20 minutes, comprising a 15-minute recorded presentation followed by a 5-minute in-class Q&A session.

Presentation Guideline:

For your individual presentation, which constitutes 50% of your overall assessment, you are required to create a 15-minute video presentation supported by 12-15 PowerPoint slides and accompanied by a 1-page Executive Summary. Ensure clarity and coherence in your presentation delivery, and record it as a video presentation. Submit your Executive Summary (including the link to your recorded video hosted on YouTube or GoogleDrive) and PowerPoint slides on the Moodle site by the Week 11 deadline (Friday, 27 Sept 2024, 11:45 PM AEST). Additionally, attend the Week 12 workshop for a 5-minute Q&A session, during which your lecturer or classmates may pose questions related to your presentation. Your participation in the Q&A session is essential to completing the overall presentation assessment. Be prepared to engage actively and demonstrate your understanding of the presentation topic.

Assessment Due Date

Week 11 Friday (27 Sept 2024) 11:45 pm AEST

As this is the final assessment item for this unit, submissions, along with marks and comments, will not be returned until the Certification of Grades date.

Return Date to Students

As this is the final assessment item for this unit, submissions, along with marks and comments, will not be returned until the Certification of Grades date.

Weighting

50%

Assessment Criteria

Country Selection & State's Role Assessment (10 marks):

- Evaluation of carefully selected countries with distinct employment relations systems.
- Presentation of an insightful overview of the state's role, encompassing aspects such as labor laws, regulations, and its overall impact on both workers and employers.

Institutional Framework Analysis (10 marks):

- Examination of the institutional frameworks established by each state.
- Emphasis on highlighting the roles played by institutions, agencies, and regulatory bodies in mediating employment relations within each country.

Impact on Stakeholders Evaluation (10 marks):

- Assessment of how the state's role influences various stakeholders within the employment landscape.
- Analysis of the implications on workplace dynamics, negotiation processes, and the overall employment conditions for workers and employers alike.

Future Trends and Recommendations/Critical Reflection (20 marks):

- Presentation of insights into potential future trends in the state's role for each country, based on thorough analysis.
- Provision of well-founded recommendations aimed at enhancing or modifying the state's approach to effectively address emerging challenges within the realm of employment relations.

Referencing Style

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

Submission

Online

Submission Instructions

Submissions must be uploaded to the Moodle website

Learning Outcomes Assessed

- Identify and discuss the main characteristics of employment relations in a number of countries
- Compare and contrast employment relations in various countries
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- Critically evaluate and demonstrate understanding of the theories that inform comparative employment relations.

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