UNSW Course Outline

MGMT2705 Industrial Relations - 2024

Published on the 13 May 2024

General Course Information

Course Code : MGMT2705
Year : 2024
Term : Term 2
Teaching Period : T2
Is a multi-term course? : No
Faculty : UNSW Business School
Academic Unit : School of Management and Governance
Delivery Mode : In Person
Delivery Format : Standard
Delivery Location : Kensington
Campus : Sydney
Study Level : Undergraduate
Units of Credit : 6

Useful Links

Handbook Class Timetable

Course Details & Outcomes

Course Description

This course provides a multi-disciplinary introduction to a range of broad concepts and issues in industrial relations both internationally and in Australia. The political, social, economic, legal, historical and psychological aspects of the evolution and operation of modern industrial

relations are considered. Attention is given to the respective roles of the State (including international regulatory bodies), employer and labour organisations and employers and employees. In addition, the course will focus on the nature of industrial relations in the workplace. The role of employer strategy is considered. Other topics include industrial conflict and employee alienation; the structure and policies of unions and employer associations; forms of industrial action by employers and employees; workplace bargaining and agreement making and individual employment contracts. Consideration is given to the decline of compulsory conciliation and arbitration as the principal means of regulating relations between employees and employers.

Course Aims

This course offers you a multidisciplinary, theoretical and practical introduction to some key concepts, processes, practices and debates associated with employment relationships in Australia. In addition, we examine the organisational, institutional and marketplace contexts that affect how employment relations operate in a modern, industrial society.

By the end of the course, you should have an understanding of the key participants in any industrial relations system â?? workers, employers, trade unions, employer organisations and the state â?? and how they interact, sometimes cooperatively and sometimes in conflict. Adopting a robust and critical approach, our discussions will always seek to assess how this wider context affects the perennial concerns of managers and employees in their day-to-day activities in the workplace.

Relationship to Other Courses

In this course, we examine the organisational, institutional and marketplace contexts that affect how employment relations operate in a modern, industrial society. By the end of the course, you should have an understanding of the strategies of key participants in any industrial relations system, notably workers, employers, trade unions, employer organisations and the state, and how they interact, sometimes cooperatively and sometimes in conflict. It is knowledge that will assist you as an HR manager, as an employee, and as an informed citizen. Adopting a robust and critical approach, our discussions will focus on perennial concerns of managers and employees in their day-to-day industrial activities in the workplace. The course comprises 6 UOCs towards a BCom and, although not a formal prerequisite, provides important foundational knowledge that will assist you with studying MGMT3701.

Course Learning Outcomes

Course Learning Outcomes	Program learning outcomes
CLO1 : Critically analyse theories, models, and paradigms relevant to industrial relations in complex and variable multi-stakeholder environments	• PLO1 : Business Knowledge • PLO2 : Problem Solving
CLO2 : Examine the institutions, processes and participants' involvement in employment relations to evaluate processes in an informed manner with regard to human rights, equity, ethics and sustainability principles	• PLO1 : Business Knowledge • PLO5 : Responsible Business Practice
CLO3 : Synthesise knowledge gained from analysing industrial relations materials and relevant current events to develop and present informed arguments	• PLO3 : Business Communication
CLO4 : Facilitate a thorough and inclusive discussion of complex ideas with a non-expert audience	• PLO3 : Business Communication • PLO5 : Responsible Business Practice

Course Learning Outcomes	Assessment Item
CLO1 : Critically analyse theories, models, and paradigms relevant to industrial relations in complex and variable multi-stakeholder environments	• Participation • Enterprise Agreement Analysis • Critical review presentation
CLO2 : Examine the institutions, processes and participants' involvement in employment relations to evaluate processes in an informed manner with regard to human rights, equity, ethics and sustainability principles	• Participation • Enterprise Agreement Analysis • Critical review presentation
CLO3 : Synthesise knowledge gained from analysing industrial relations materials and relevant current events to develop and present informed arguments	• Participation • Enterprise Agreement Analysis • Critical review presentation
CLO4 : Facilitate a thorough and inclusive discussion of complex ideas with a non-expert audience	• Participation • Enterprise Agreement Analysis • Critical review presentation

Learning and Teaching Technologies

Moodle - Learning Management System | Echo 360

Learning and Teaching in this course

Learning and teaching in this course will be based upon interactive online lecture delivery, absorption of suggested reading material and both face to face and online discussion work. Lectures evaluate critically the core concepts and theories in the discipline. The discussion work you do in tutorials reflects a learning philosophy that puts debate over sometimes quite contentious issues at the heart of our learning.

Other Professional Outcomes

In this course, you will learn important information and skills to assist you to navigate complex workplaces as an HR practitioner, employee, and citizen.

Additional Course Information

All the information you need to progress in this course is posted in Moodle. Please consult all sections of the Moodle site and read information carefully to be sure not to miss important materials.

Assessments

Assessment Structure

Assessment Item	Weight	Relevant Dates	Program learning outcomes
Participation Assessment Format: Individual	20%	Start Date: Not Applicable Due Date: Not Applicable Post Date: 04/08/2024 04:00 PM	• PLO1 : Business Knowledge • PLO2 : Problem Solving • PLO3 : Business Communication • PLO5 : Responsible Business Practice
Enterprise Agreement Analysis Assessment Format: Individual Short Extension: Yes (7 days)	50%	Start Date: Not Applicable Due Date: 19/07/2024 04:00 PM Post Date: 02/08/2024 04:00 PM	• PLO1 : Business Knowledge • PLO2 : Problem Solving • PLO3 : Business Communication • PLO5 : Responsible Business Practice
Critical review presentation Assessment Format: Individual	30%	Start Date: 03/06/2024 09:00 AM Due Date: Due dates will vary for each student depending on the week you volunteer to present. Post Date: 02/08/2024 12:00 AM	• PLO1 : Business Knowledge • PLO2 : Problem Solving • PLO3 : Business Communication • PLO5 : Responsible Business Practice

Assessment Details
Participation

<u>Assessment Overview</u>

To help students reflect upon and learn course content in a collaborative manner.

Tutorial participation - Assesses: PLO1, PLO2, PLO3.

<u>Course Learning Outcomes</u>

- CLO1 : Critically analyse theories, models, and paradigms relevant to industrial relations in complex and variable multi-stakeholder environments
- CLO2 : Examine the institutions, processes and participants' involvement in employment relations to evaluate processes in an informed manner with regard to human rights, equity, ethics and sustainability principles
- CLO3 : Synthesise knowledge gained from analysing industrial relations materials and relevant current events to develop and present informed arguments
- CLO4 : Facilitate a thorough and inclusive discussion of complex ideas with a non-expert audience

<u>Detailed Assessment Description</u>

Please see the Assessment Guide on Moodle for all the information you need to do well in class participation.

Tutorial participation - Assesses: PLO1, PLO2, PLO3.

<u>Assessment Length</u>

Weeks 1-10

<u>Submission notes</u>

Slides should be posted to Turnitin prior to the relevant class.

<u>Assessment information</u>

Special consideration will not be granted to students who miss 1-2 tutorials. Special consideration may be granted to students who miss three or more tutorials for the same or a similar reason.

<u>Assignment submission Turnitin type</u>

This assignment is submitted through Turnitin and students can see Turnitin similarity reports.

Enterprise Agreement Analysis

Assessment Overview

To get practical experience in agreement interpretation.

Enterprise agreement analysis - Assesses: PLO1, PLO2, PLO3, PLO5

BCom students: myBcom course points for PLO5

Course Learning Outcomes

- CLO1 : Critically analyse theories, models, and paradigms relevant to industrial relations in complex and variable multi-stakeholder environments
- CLO2 : Examine the institutions, processes and participants' involvement in employment relations to evaluate processes in an informed manner with regard to human rights, equity, ethics and sustainability principles
- CLO3 : Synthesise knowledge gained from analysing industrial relations materials and relevant current events to develop and present informed arguments
- CLO4 : Facilitate a thorough and inclusive discussion of complex ideas with a non-expert audience

Detailed Assessment Description

On Moodle, you will find a complete assignment description, along with tips on how to successfully complete the tasks involved. Careful reading of this material is advised.

Enterprise agreement analysis - Assesses: PLO1, PLO2, PLO3, PLO5.

BCom students: myBcom course points for PLO5

Assessment Length

2,100 words

Submission notes

Although students will be able to see a Turnitin similarity report, second submissions are not automatic - you will have to ask the LIC for a resubmission. Please do not think that a Turnitin score on its own illustrates whether your assignment is plagiarised or not. You should know whether you have plagiarised by the way you prepared and wrote your work.

Assessment information

All information for this task is posted on Moodle. Please read carefully.

Assignment submission Turnitin type

This assignment is submitted through Turnitin and students can see Turnitin similarity reports.

Critical review presentation

Assessment Overview

To help students develop their oral and written presentation skills.

Presentation - Assesses: PLO1, PLO2, PLO3, PLO5

Course Learning Outcomes

- CLO1 : Critically analyse theories, models, and paradigms relevant to industrial relations in complex and variable multi-stakeholder environments
- CLO2 : Examine the institutions, processes and participants' involvement in employment relations to evaluate processes in an informed manner with regard to human rights, equity, ethics and sustainability principles
- CLO3 : Synthesise knowledge gained from analysing industrial relations materials and relevant current events to develop and present informed arguments
- CLO4 : Facilitate a thorough and inclusive discussion of complex ideas with a non-expert audience

Detailed Assessment Description

Please see the Assessment Guide on Moodle for a complete description of how to complete and do well in this component of the course.

Please note: There is no single due date for this assignment and so Turnitin will automatically mark students as 'late' after Week 3. Please ignore this advice.

Presentation - Assesses: PLO1, PLO2, PLO3, PLO5.

Assessment Length

5 Powerpoint slides maximum

Submission notes

See Assessment Guide on Moodle for all submission advice.

Assessment information

Please see your assessment guide on Moodle for full details.

Assignment submission Turnitin type

This assignment is submitted through Turnitin and students can see Turnitin similarity reports.

General Assessment Information

As a student at UNSW you are expected to display academic integrity in your work and

interactions. Where a student breaches the UNSW Student Code with respect to academic integrity, the University may take disciplinary action under the Student Misconduct Procedure. To assure academic integrity, you may be required to demonstrate reasoning, research and the process of constructing work submitted for assessment.

To assist you in understanding what academic integrity means, and how to ensure that you do comply with the UNSW Student Code, it is strongly recommended that you complete the Working with Academic Integrity module before submitting your first assessment task. It is a free, online self-paced Moodle module that should take about one hour to complete.

Grading Basis

Standard

Requirements to pass course

In order to pass this course students must:

- Achieve a composite mark of at least 50 out of 100
- Engage actively in course learning activities and attempt all assessment requirements
- Meet any additional requirements specified in the assessment details
- Meet the specified attendance requirements of the course

Course Schedule

Teaching Week/Module	Activity Type	Content
Week 1 : 27 May - 2 June	Lecture	Introduction to industrial relations – why is wage theft so rampant in Australia?
	Tutorial	Introduction to industrial relations – why is wage theft so rampant in Australia? We will do course admin and some introductory tutorial discussion. Please see your tutorial guide and Moodle for the reading we will discuss. Please choose your presentation reading in this week and put your name on the appropriate presentation roster on Moodle.
Week 2 : 3 June - 9 June	Lecture	Why do federal governments focus so much attention on industrial relations reform?
	Tutorial	Why do federal governments focus so much attention on industrial relations reform? Presentations begin this week. When you are not presenting, please read one of the presentation readings in preparation for class participation.
Week 3 : 10 June - 16 June	Lecture	What do employer organisations do?
	Tutorial	What do employer organisations do? Presentations. When you are not presenting, please read one of the presentation readings in preparation for class participation.
Week 4 : 17 June - 23 June	Lecture	Why is union membership declining? Where have all the strikes gone?
	Tutorial	Why is union membership declining? Where have all the strikes gone? Presentations. When you are not presenting, please read one of the presentation readings in preparation for class participation.
Week 5 : 24 June - 30 June	Lecture	Is enterprise bargaining past its 'use by' date?
	Tutorial	Is enterprise bargaining past its 'use by' date? Presentations. When you are not presenting, please read one of the presentation readings in preparation for class participation.
Week 6 : 1 July - 7 July	Homework	No classes in this week. Good luck with working on your assessment tasks!
Week 7 : 8 July - 14 July	Lecture	Workplace discrimination - is there such a thing as an 'ideal worker'?

	Tutorial	Workplace discrimination - is there such a thing as an 'ideal worker'? Presentations. When you are not presenting, please read one of the presentation readings in preparation for class participation.
Week 8 : 15 July - 21 July	Lecture	How do we ensure 'safe work'?
	Tutorial	How do we ensure 'safe work'? Presentations. When you are not presenting, please read one of the presentation readings in preparation for class participation. • Enterprise agreement assignment due 20 July at 4pm.
Week 9 : 22 July - 28 July	Lecture	Might employment relations save the environment?
	Tutorial	Might employment relations save the environment? Presentations. When you are not presenting, please read one of the presentation readings in preparation for class participation.
Week 10 : 29 July - 4 August	Lecture	Might employment arrangements improve productivity?
	Tutorial	Might employment arrangements improve productivity? Presentations. When you are not presenting, please read one of the presentation readings in preparation for class participation.

Attendance Requirements

Students are strongly encouraged to attend all classes and review lecture recordings.

General Schedule Information

Lectures

Thursdays 9-11am – New South Global Theatre

Tutorials

Thursday 12-1.30pm QUAD GO46

Thursday 1.30-3pm QUAD G046

Friday 9-10.30am BUS207

Course Resources

Prescribed Resources

The prescribed textbook for this course is:M. Bray, P. Waring, R. Cooper and J. MacNeil (2020) Employment Relations: Theory and Practice, 4th edition, McGraw Hill, North Ryde. It is not required that you buy this book because the course does not follow quite the same structure and content, but you should make sure to access similar content from other sources if you decide not to buy it.For more details, see your Tutorial Guide, your Supplementary Reading Guide, and your Assessment Guide, which are all posted on Moodle. Careful reading of these documents should answer most of your questions.

Recommended Resources

Please see course materials on Moodle for extensive reading suggestions.

Additional Costs

There are no additional costs.

Course Evaluation and Development

Please advise your lecturer or tutor if you are experiencing any problems with the course. We will do our best to help.

Course evaluation data always indicates that students like interactive exchanges in tutorials so this avenue of sharing our learning has been maintained in the course design. I hope the pandemic has reinforced the value of face-to-face learning and teaching - many of you missed it when it was gone! :-) I hope students will attend the lectures to ask questions etc - this will contribute to the interactivity that students value.

Staff Details

Position	Name	Email	Location	Phone	Availability	Equitable Learning Services Contact	Primary Contact
Lecturer	Sarah Gregson		BUS505	Please contact via email.	Any time but please make an appointment.	Yes	Yes

Other Useful Information

Academic Information

COURSE POLICIES AND SUPPORT

The Business School expects that you are familiar with the contents of this course outline and the UNSW and Business School learning expectations, rules, policies and support services as listed below:

- Program Learning Outcomes
- Academic Integrity and Plagiarism
- Student Responsibilities and Conduct
- Special Consideration
- Protocol for Viewing Final Exam Scripts
- Student Learning Support Services

Further information is provided on the key policies and support page.

Students may not circulate or post online any course materials such as handouts, exams, syllabi or similar resources from their courses without the written permission of their instructor.

STUDENT LEARNING OUTCOMES

The Course Learning Outcomes (CLOs) – under the Outcomes tab – are what you should be able to demonstrate by the end of this course, if you participate fully in learning activities and successfully complete the assessment items.

CLOs also contribute to your achievement of the Program Learning Outcomes (PLOs), which are developed across the duration of a program. PLOs are, in turn, directly linked to UNSW graduate capabilities. More information on Coursework PLOs is available on the key policies and support page. For PG Research PLOs, including MPDBS, please refer to the UNSW HDR Learning Outcomes.

Academic Honesty and Plagarism

As a student at UNSW you are expected to display academic integrity in your work and interactions. Where a student breaches the UNSW Student Code with respect to academic integrity, the University may take disciplinary action under the Student Misconduct Procedure. To assure academic integrity, you may be required to demonstrate reasoning, research and the

process of constructing work submitted for assessment.

To assist you in understanding what academic integrity means, and how to ensure that you do comply with the UNSW Student Code, it is strongly recommended that you complete the [Working with Academic Integrity](#) module before submitting your first assessment task. It is a free, online self-paced Moodle module that should take about one hour to complete.

Submission of Assessment Tasks

SPECIAL CONSIDERATION

You can apply for special consideration when illness or other circumstances beyond your control interfere with your performance in a specific assessment task or tasks, including online exams. Students studying remotely who have exams scheduled between 10pm and 7am local time, are also able to apply for special consideration to sit a supplementary exam at a time outside of these hours.

Special consideration is primarily intended to provide you with an extra opportunity to demonstrate the level of performance of which you are capable. To apply, and for further information, see Special Consideration on the UNSW [Current Students](#) page.

Special consideration applications will be assessed centrally by the Case Review Team, who will update the online application with the outcome and add any relevant comments. The change to the status of the application immediately sends an email to the student and to the assessor with the outcome of the application.

Please note the following:

1. Applications can only be made through Online Services in myUNSW (see the UNSW [Current Students](#) page). Applications will not be accepted by teaching staff. The lecturer-in-charge/ course coordinator will be automatically notified when your application is processed.
2. Applying for special consideration does not automatically mean that you will be granted a supplementary exam or other concession.
3. If you experience illness or misadventure in the lead up to an exam or assessment, you must submit an application for special consideration, either prior to the examination taking place, or prior to the assessment submission deadline, except where illness or misadventure prevent you from doing so.
4. If your circumstances stop you from applying before your exam or assessment due date, you must apply within 3 working days of the assessment or the period covered by your supporting documentation.

5. Under the UNSW Fit To Sit/Submit rule, if you sit the exam/submit an assignment, you are declaring yourself well enough to do so and are cannot subsequently apply for special consideration.

6. If you become unwell on the day of – or during – an exam, you must stop working on your exam, advise your course coordinator or tutor and provide a medical certificate dated within 24 hours of the exam, with your special consideration application. For online exams, you must contact your course coordinator or tutor immediately via email, Moodle or chat and advise them you are unwell and submit screenshots of your conversation along with your medical certificate and application.

7. Special consideration requests do not allow the awarding of additional marks to students.

Further information on Business School policy and procedure can be found under "Special Consideration" on the [key policies and support](#) page.

LATE SUBMISSION PENALTIES

For assessments other than examinations, late submission will incur a penalty of 5% per day or part thereof (including weekends) from the due date and time. An assessment will not be accepted after 5 days (120 hours) of the original deadline unless special consideration has been approved. An assessment is considered late if the requested format, such as hard copy or electronic copy, has not been submitted on time or where the 'wrong' assignment has been submitted.

For assessments which account for 10% or less of the overall course grade, and where answers are immediately discussed or debriefed, the LIC may stipulate a different penalty. Details of such late penalties will be available on the course Moodle page.

FEEDBACK ON YOUR ASSESSMENT TASK PERFORMANCE

Feedback on student performance from formative and summative assessment tasks will be provided to students in a timely manner. Assessment tasks completed within the teaching period of a course, other than a final assessment, will be assessed and students provided with feedback, with or without a provisional result, within 10 working days of submission, under normal circumstances. Feedback on continuous assessment tasks (e.g. laboratory and studio-based, workplace-based, weekly quizzes) will be provided prior to the midpoint of the course.

Faculty-specific Information

PROTOCOL FOR VIEWING FINAL EXAM SCRIPTS

UNSW students have the right to view their final exam scripts, subject to a small number of very specific exemptions. The UNSW Business School has set a [protocol](#) under which students may view their final exam script. Individual schools within the Faculty may also set up additional local processes for viewing final exam scripts, so it is important that you check with your School.

If you are completing courses from the following schools, please note the additional school-specific information:

- Students in the **School of Accounting, Auditing & Taxation** who wish to view their final examination script should also refer to [this page](#).
- Students in the **School of Banking & Finance** should also refer to [this page](#).
- Students in the **School of Information Systems & Technology Management** should also refer to [this page](#).

COURSE EVALUATION AND DEVELOPMENT

Feedback is regularly sought from students and continual improvements are made based on this feedback. At the end of this course, you will be asked to complete the [myExperience survey](#), which provides a key source of student evaluative feedback. Your input into this quality enhancement process is extremely valuable in assisting us to meet the needs of our students and provide an effective and enriching learning experience. The results of all surveys are carefully considered and do lead to action towards enhancing educational quality.

QUALITY ASSURANCE

The Business School is actively monitoring student learning and quality of the student experience in all its programs. A random selection of completed assessment tasks may be used for quality assurance, such as to determine the extent to which program learning goals are being achieved. The information is required for accreditation purposes, and aggregated findings will be used to inform changes aimed at improving the quality of Business School programs. All material used for such processes will be treated as confidential.

TEACHING TIMES AND LOCATIONS

Please note that teaching times and locations are subject to change. Students are strongly advised to refer to the [Class Timetable website](#) for the most up-to-date teaching times and locations.