**Business Communication**

**Referencing and Plagiarism**

1. Definitions
2. Correctly reference this academic article in the Harvard style using the following information

Volume: 12

Author: Jane Mahrez

Journal: Journal of Market Research

Title: Reassessing the impact of an ageing population on the fitness industry

Page numbers: 280-297

Issue: 4

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1. What do these terms mean when used in references?
2. et al.

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1. n.d.

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1. In 2-3 sentences, paraphrase the following text into your own words. Remember to include at least one in-text citation.

Beyond the requirement for diversity management and training in workplaces, Australian businesses also need to grapple with implicit racial bias and discrimination. A review of multiple studies indicates exposure to racism is detrimental to performance. This is due to its impact on job attitudes, mental and physical health, as well as organisational behaviour. Research also indicates that, by inflicting job stress, racism can reduce productivity. Even where diversity is unrelated to business performance, too much is at stake for companies to simply ignore their team composition. Diversity itself is a demographic fact, rather than an intrinsic “good” or “bad” thing. As such, it is the underlying social, economic and political climate in a country that determines diversity’s impacts in society.

Source: Paradies, Y & Elias, A 2017, ‘How racism and a lack of diversity can harm productivity in our workplaces’, *The Conversation,* viewed 28 February 2017, available at <http://theconversation.com/how-racism-and-a-lack-of-diversity-can-harm-productivity-in-our-workplaces-73119>.

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1. What is collusion?

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1. In small groups, discuss why plagiarism is a serious issue and the consequences of plagiarism. Refer to Kent’s ‘Academic Misconduct Policy’, which is available on SIS.

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