BMA217
THEORIES OF WORK AND ORGANISATION
12.50 Credit points

Accelerated Study Period 1, 2020

Unit Outline

Unit Coordinator
Dr. Ruth Barton
CONTACT DETAILS

Unit coordinator

Unit coordinator: Dr Ruth Barton
Campus: Sandy Bay
Email: Ruth.Barton@utas.edu.au
Phone: 03 6226 2806
Room location and number: Room 414, Centenary Building
Consultation hours: By appointment
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</table>
WHAT IS THE UNIT ABOUT?

Unit description

This unit of study focuses on the changing nature of work in an increasingly globalised economy and the theories employed to understand contemporary developments in work and organisations and their impacts on business, communities and individuals. Students will be introduced to a range of theoretical perspectives that have influenced the development of contemporary understandings of work and organisations in a globalised world. Classical and contemporary theories of work and organisation are introduced, leading to a broad overview of how work is central to our society, organisations, economy and personal lives.

Theoretical material will be embedded through an analysis of various contemporary challenges in light of the significant transformation in the nature of work that has occurred in recent years. The unit examines a range of perspectives and theories developed to explain key issues influencing contemporary experiences of work and the factors driving new approaches to managing the workplace and work arrangements and their implications for business, communities and individuals. It also assesses the implications of these approaches for workers, future workforces and the nature of work.

Intended Learning Outcomes

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

1. Explain, analyse and compare theories, and perspectives related to work and organisation
2. Think critically and analyse work issues and cases to provide evidence-based recommendations
3. Present and justify independent and group expositions of knowledge
Graduate Quality Statement

Successful completion of this unit supports your development of course learning outcomes, which describe what a graduate of a course knows, understands and is able to do. Course learning outcomes are available from the Course Coordinator. Course learning outcomes are developed with reference to national discipline standards, Australian Qualifications Framework (AQF), any professional accreditation requirements and the University of Tasmania’s Graduate Statement.

The University of Tasmania experience unlocks the potential of individuals. Our graduates are equipped and inspired to shape and respond to the opportunities and challenges of the future as accomplished communicators, highly regarded professionals and culturally competent citizens in local, national, and global society. University of Tasmania graduates acquire subject and multidisciplinary knowledge and skills, and develop critical and creative literacies and numeracies and skills of inquiry. They demonstrate the ability to apply this knowledge in changing circumstances. Our graduates recognise and critically evaluate issues of social responsibility, ethical conduct and sustainability, are entrepreneurial and creative, and are mindful of their own wellbeing and that of the community. Through respect for diversity and by working in collaborative ways, our graduates reflect the values of the University of Tasmania.

Alterations to the unit as a result of student feedback

The unit is more structured with clearer explanations about assessment and learning activities as a result of student feedback.

Prior knowledge &/or skills

BMA121 Management of Human Resources/Managing People at Work.
HOW WILL I BE ASSESSED?

Assessment schedule

<table>
<thead>
<tr>
<th>Assessment task</th>
<th>Date due</th>
<th>Percent weighting</th>
<th>Links to Intended Learning Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reflection on Readings</td>
<td>Weeks 5</td>
<td>20</td>
<td>LO1, LO2, LO3</td>
</tr>
<tr>
<td>Group Research Project</td>
<td>Week 11</td>
<td>40</td>
<td>LO1, LO2, LO3</td>
</tr>
<tr>
<td>Exam</td>
<td>Exam Period</td>
<td>40</td>
<td>LO1, LO2, LO3</td>
</tr>
</tbody>
</table>

Assessment details

Assessment Task 1: Reflection on Readings

Task description: Students will produce a PowerPoint informed by the assigned readings and video and answer the following questions:

1. How might changing forms of work and business practices impact on your current job/occupation or your ‘dream’ job/occupation?
2. Based on your answers to question one, what decisions and choices might you adopt to improve your likelihood of finding stable employment in this job/occupation in the future?

Criterion Number | Criterion Description                                                                 | Measures ILO:
---                | -------------------------------------------------------------------------------------|----------------|
1                  | Describe and compare a variety of perspectives of work.                                | LO1            |
2                  | Analyse and explain contemporary literature on theories of work and organisation.     | LO2            |
3                  | Communicate using scholarly and discipline-specific language, and Harvard referencing conventions. | LO3            |

Task Length: Each student will be expected to produce a PowerPoint of no more than 10 slides and use the notes section of your PowerPoint to write an explanation of each slide as if you were presenting the presentation orally. Your written explanation (i.e. notes) should be between 800-1000 words with Harvard-style in-text referencing when referring to the assigned readings. On your last slide, please include your reference list.

Due by date: Weeks 5
Assessment Task 2: Group Research Report

Task description
The Lives of Workers and the Changing Nature of Work

As part of this group project:

1. In groups of no more than 5 students, decide on a clearly-focused project related to one of the themes we cover in this course (e.g. the 'gig' economy, outsourcing, pyramid subcontracting, deindustrialisation/ industrialisation, 'flexibility', skills, migrant labour, technological change, etc.) and how it is impacting on the lives of workers.
2. Each group will develop an interview schedule related to their chosen topic/question
3. Each group must have their interview schedule endorsed by their tutor
4. Each group member will interview one friend or family member based upon the interview questions.
5. The group will produce a research report that includes a complete reference list and interview schedule.
6. Analyse the interview data and discuss the findings in relation to the study period literature and academic debates. Reports must include complete reference list and interview schedule.

<table>
<thead>
<tr>
<th>Criterion Number</th>
<th>Criterion Description</th>
<th>Measures ILO:</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Describe and compare a variety of perspectives of work.</td>
<td>LO1</td>
</tr>
<tr>
<td>2</td>
<td>Analyse and explain contemporary literature on theories of work and organisation.</td>
<td>LO2</td>
</tr>
<tr>
<td>3</td>
<td>Communicate using scholarly and discipline-specific language, and Harvard referencing conventions.</td>
<td>LO3</td>
</tr>
</tbody>
</table>

Task Length
The report should be no more than 2,500 words long, excluding references

Due by date
Week 11
Assessment Task 3: Exam

<table>
<thead>
<tr>
<th>Task Description</th>
<th>Criterion Description</th>
<th>Criterion Number</th>
<th>Measures ILO:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Exam</td>
<td></td>
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<table>
<thead>
<tr>
<th>Criterion Number</th>
<th>Criterion Description</th>
<th>Measures ILO:</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Analyse and compare theories of work and organisation.</td>
<td>LO1</td>
</tr>
<tr>
<td>2</td>
<td>Use critical thinking and analytical skills to apply theory to issues arising from changes in the nature of work and organisation.</td>
<td>LO2</td>
</tr>
<tr>
<td>3</td>
<td>Communicate using scholarly and discipline-specific language.</td>
<td>LO3</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Task Length</th>
<th>Due by date</th>
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<tbody>
<tr>
<td>2 hours 15 minutes</td>
<td>Exam Period</td>
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</table>

**How your final result is determined**

To pass this unit, you need to demonstrate your attainment of each of the Intended Learning Outcomes.

Your grade will be determined in the following way:

Your overall mark in this unit will be determined by combining your results from each assessment task. These marks are combined to reflect the percentage weighting of each task. You need to achieve an overall score of at least 50% to successfully complete this unit. It is expected that you will seek help (from the unit coordinator in the first instance), well before the due date, if you are unclear about the requirements for an assessment task.

- PP (pass) at least 50% of the overall mark but less than 60%
- CR (credit) at least 60% of the overall mark but less than 70%
- DN (distinction) at least 70% of the overall mark but less than 80%
- HD (high distinction) at least 80% of the overall mark

All grades are provisional, until confirmation by the Assessment Board at the end of the study period.

**Submission of assignments**

The act of submitting your assignment will be taken as certification that it is your own work.

Assignments must be submitted electronically through the relevant assignment tab in MyLO. You must ensure that your name, student ID, unit code, tutorial time and
tutor’s name (if applicable) are clearly marked on the first page. If this information is missing, the assignment will not be accepted and, therefore, will not be marked.

Where relevant, Unit Coordinators may also request you to submit a paper version of your assignment. You will be advised by the Unit Coordinator of the appropriate process relevant to your campus.

Please remember that you are responsible for lodging your assessment items on or before the due date and time. We suggest you keep a copy. Even in a perfect system, items sometimes go astray.

Academic staff do NOT have discretion to waive a late penalty.

Requests for extensions

Students are expected to submit assessment items on or before the due date and time specified in the relevant Unit Outline. The onus is on the student to prove the date and time of submission.

Students who have a medical condition or special circumstances may apply for an extension. Requests for extensions should, where possible, be made in writing to the Unit Coordinator on or before the due date. Students will need to provide independent supporting documentation to substantiate their claims.

Penalties

Late submission of assessment items will incur a penalty of 10% of the total marks possible for that piece of assessment for each day the assessment item is late unless an extension had been granted on or before the relevant due date.

Assessment items submitted more than five (5) days late will not be accepted.

Review of results and appeals

Review of Assessment is available to all students once the University has released the final result for a unit. If you are dissatisfied with your final result, you may apply to have it reviewed. Applications for a review of assessment are due within 10 working days of the release of the final result in the unit. If you have passed the unit you must pay a $50 fee.

If you wish to have a piece of internal assessment reviewed as part of the review process, please state this clearly on the application form referred to above and include that assessment item with your application.

Please read and follow the directions provided by the University at:

Before starting your assignments, you are advised to familiarise yourself with the following electronic resources.

The first is the Harvard Referencing System Style Guide, which can be accessed from the UTAS library: http://utas.libguides.com/content.php?pid=27520&sid=199808. The Harvard style is the appropriate referencing style for this unit and the guide provides information on presentation of assignments, including referencing styles. In your written work you will need to support your ideas by referring to scholarly literature, works of art and/or inventions. It is important that you understand how to correctly refer to the work of others and maintain academic integrity.

Failure to appropriately acknowledge the ideas of others constitutes academic dishonesty (plagiarism), a matter considered by the University of Tasmania as a serious offence.

The second is the Tasmanian School of Business and Economics’ Writing Assignments: A Guide, which can be accessed at: http://www.utas.edu.au/business-and-economics/student-resources. This guide provides you with useful information about the structure and style of assignments in the TSBE.

Plagiarism

Plagiarism is a form of cheating. It is taking and using someone else’s thoughts, writings or inventions and representing them as your own; for example, using an author’s words without putting them in quotation marks and citing the source, using an author’s ideas without proper acknowledgment and citation, copying another student’s work.

If you have any doubts about how to refer to the work of others in your assignments, please consult your lecturer or tutor for relevant referencing guidelines. You may also find the Academic Honesty site on MyLO of assistance.

The intentional copying of someone else’s work as one’s own is a serious offence punishable by penalties that may range from a fine or deduction/cancellation of marks and, in the most serious of cases, to exclusion from a unit, a course or the University.

In your written work you will need to support your ideas by referring to scholarly literature, works of art and/or inventions. It is important that you understand how to correctly refer to the work of others, and how to maintain academic integrity.

The University library provides information on presentation of assignments, including referencing styles and should be referred to when completing tasks in this unit.

Please read the following statement on plagiarism. Should you require clarification please see your unit coordinator or lecturer.
Plagiarism

Plagiarism is a form of cheating. It is taking and using someone else’s thoughts, writings or inventions and representing them as your own; for example, using an author’s words without putting them in quotation marks and citing the source, using an author’s ideas without proper acknowledgment and citation, copying another student’s work.

If you have any doubts about how to refer to the work of others in your assignments, please consult your lecturer or tutor for relevant referencing guidelines. You may also find the Academic Honesty site on MyLO of assistance.

The intentional copying of someone else’s work as one’s own is a serious offence punishable by penalties that may range from a fine or deduction/cancellation of marks and, in the most serious of cases, to exclusion from a unit, a course or the University.

The University and any persons authorised by the University may submit your assessable works to a plagiarism checking service, to obtain a report on possible instances of plagiarism. Assessable works may also be included in a reference database. It is a condition of this arrangement that the original author’s permission is required before a work within the database can be viewed.

For further information on this statement and general referencing guidelines, see the Plagiarism and Academic Integrity page on the University web site or the Academic Honesty site on MyLO.

Academic misconduct

Academic misconduct includes cheating, plagiarism, allowing another student to copy work for an assignment or an examination, and any other conduct by which a student:

a. seeks to gain, for themselves or for any other person, any academic advantage or advancement to which they or that other person is not entitled; or

b. improperly disadvantages any other student.

Students engaging in any form of academic misconduct may be dealt with under the Ordinance of Student Discipline, and this can include imposition of penalties that range from a deduction/cancellation of marks to exclusion from a unit or the University. Details of penalties that can be imposed are available in Ordinance 9: Student Discipline – Part 3 Academic Misconduct.
Student Behaviour

The University Behaviour Policy sets out behaviour expectations for all members of our University community including students and staff.

The aim in doing so is to ensure that our community members are safe, feel valued and can actively contribute to our University mission.

It is expected that community members behave in a manner that is consistent with our University values – respect, fairness and justice, integrity, trust, responsibility and honesty. There are also certain behaviours that are considered inappropriate, such as unlawful discrimination, bullying and sexual misconduct.

The accompanying University Behaviour Procedure sets out the process and avenues that University community members can access to resolve concerns and complaints regarding inappropriate behaviour by a University community member. Wherever possible, the focus will be on early intervention and a ‘restorative’ approach that creates awareness of inappropriate behaviour and its impact on others. However, in some cases, students who engage in inappropriate behaviour may be subject to disciplinary proceedings, which may impact upon continuation of their studies.

Students can seek support and assistance from the Safe and Fair Community Unit SaFCU@utas.edu.au or ph: 6226 2560.

Matters are dealt with in confidence and with sensitivity.
WHAT LEARNING OPPORTUNITIES ARE THERE?

MyLO

MyLO is the online learning environment at the University of Tasmania. This is the system that will host the online learning materials and activities for this unit.

Getting help with MyLO

It is important that you are able to access and use MyLO as part of your study in this unit. To find out more about the features and functions of MyLO, and to practice using them, visit the Getting Started in MyLO unit. For access to information about MyLO and a range of step-by-step guides in pdf, word and video format, visit the MyLO Student Support page on the University website. If something is not working as it should, contact the Service Desk (Service.Desk@utas.edu.au, phone 6226 1818), or Request IT Help Online.

Resources

Required readings

There is no prescribed textbook for this unit. A list of weekly readings will be made available on MyLO.

Reading Lists

Reading Lists provide direct access to all material on unit reading lists in one place. This includes eReadings and items in Reserve. You can access the Reading List for this unit from the link in MyLO, or by going to the Reading Lists page on the University Library website.

Activities

Learning expectations

The University is committed to high standards of professional conduct in all activities, and holds its commitment and responsibilities to its students as being of paramount importance. Likewise, it holds expectations about the responsibilities students have as they pursue their studies within the special environment the University offers.

Students are expected to participate actively and positively in the teaching/learning environment. They must attend classes when and as required, strive to maintain steady progress within the subject or unit framework, comply with workload expectations, and submit required work on time.
Details of teaching arrangements
This unit is taught in a blended mode, which means it combines face-to-face lectures and tutorials, online webinars, discussion boards, online lectures and on-line readings.

Workshops
Lecture workshops will be held weekly.

Specific attendance/performance requirements
In this unit, your active engagement will be monitored through active participation in the tutorial discussions.

If you do not demonstrate evidence of having engaged actively with this unit by Week 4 of the study period, your enrolment may be cancelled, or you may be withdrawn from the unit.

Teaching and learning strategies
The University is committed to a high standard of professional conduct in all activities, and holds its commitment and responsibilities to its students as being of paramount importance. Likewise, it holds expectations about the responsibilities students have as they pursue their studies within the special environment the University offers. The University’s Code of Conduct for Teaching and Learning states:

Students are expected to participate actively and positively in the teaching/learning environment. They must attend classes when and as required, strive to maintain steady progress within the subject or unit framework, comply with workload expectations, and submit required work on time.

Work Health and Safety (WHS)
The University is committed to providing a safe and secure teaching and learning environment. In addition to specific requirements of this unit you should refer to the University’s Work Health and Safety website and policy.

Communication
TO KEEP UP WITH ANNOUNCEMENTS REGARDING THIS UNIT
Check the MyLO Announcement tool at least once every two days. The unit Announcement will appear when you first enter our unit’s MyLO site. Alternatively, click on the Announcement button (towards the top of the MyLO screen) at any time.

WHEN YOU HAVE A QUESTION
Other students may have the same question that you have. Please go to the Ask the Class Discussion forum on the unit’s MyLO site. Check the posts that are already there – someone may have answered your question already. Otherwise, add your question as
a new topic. Students are encouraged to support each other using this forum – if you can answer someone’s question, please do. We will attempt to respond to questions within 48 business hours. If your question is related to a personal issue or your performance in the unit, please contact the appropriate teaching staff member by email instead.

WHEN YOU HAVE AN ISSUE THAT WILL IMPACT ON YOUR STUDIES OR THE SUBMISSION OF AN ASSESSMENT TASK

If you have a personal question related to your studies or your grades, please contact teaching staff by email.

For general questions about the unit, please add them to the Ask the Class Discussion forum on the unit’s MyLO site. This way, other students can also benefit from the answers.

A NOTE ABOUT EMAIL CORRESPONDENCE

You are expected to check your UTAS email (WebMail) on a regular basis – at least three times per week. To access your WebMail account, login using your UTAS username and password at https://webmail.utas.edu.au/.

You are strongly advised not to forward your UTAS emails to an external email service (such as gmail or Hotmail). In the past, there have been significant issues where this has occurred, resulting in UTAS being blacklisted by these email providers for a period of up to one month. To keep informed, please use your UTAS email as often as possible.

We receive a lot of emails. Be realistic about how long it might take for us to respond.

Concerns and complaints

The University is committed to providing an environment in which any concerns and complaints will be treated seriously, impartially and resolved as quickly as possible. We are also committed to ensuring that a student may lodge a complaint without fear of disadvantage. If you have a concern, information about who to contact for assistance is available on the ‘How to resolve a student complaint’ page.

Further information and assistance

If you are experiencing difficulties with your studies or assignments, have personal or life-planning issues, disability or illness which may affect your course of study, you are advised to raise these with the unit coordinator in the first instance.

There is a range of University-wide support services available to you including Student Learning Support, Student Advisers, Disability Services, and more which can be found
on the Student Support and Development page of the University website.

Should you require assistance in accessing the Library, visit their website for more information.

If you are experiencing difficulties with your studies or assignments, have personal or life-planning issues, disability or illness, which may affect your course of study, you are advised to raise these with the unit coordinator in the first instance.

There is a range of University-wide support services available to you including Student Learning Support, Student Advisers, Disability Services, Safety Net Grant Scheme (TUU) and more which can be found on the Student Support and Development page of the University website.

Should you require assistance in accessing the Library, visit their website for more information.
<table>
<thead>
<tr>
<th>Week</th>
<th>Date</th>
<th>Topic</th>
<th>Reading</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>3rd February</td>
<td>Introduction</td>
<td>Week 1 reading</td>
</tr>
<tr>
<td>2</td>
<td>10th February</td>
<td>Democratic Capitalism?</td>
<td>Week 2 reading</td>
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<tr>
<td>3</td>
<td>17th February</td>
<td>Globalisation, Outsourcing and Offshoring</td>
<td>Week 3 reading</td>
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<tr>
<td>4</td>
<td>24th February</td>
<td>Industrialisation, Deindustrialisation and Regeneration</td>
<td>Week 4 reading Wed 26th February:</td>
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<td>Launceston Cup holiday. Please</td>
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<td></td>
<td>check with your lecturer if</td>
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<td>there are alternative</td>
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<td></td>
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<td>arrangements for your class</td>
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<tr>
<td>5</td>
<td>2nd March</td>
<td>Technological Change and the Future of Work</td>
<td>Assignment 1 due Week 5 reading</td>
</tr>
<tr>
<td>6</td>
<td>9th March</td>
<td>From 'Job for Life' to the 'Gig Economy'</td>
<td>Week 6 reading Mon 9th March:</td>
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<td></td>
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<td></td>
<td>Eight Hours Day holiday</td>
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<tr>
<td>7</td>
<td>16th March</td>
<td>'Flexibility'</td>
<td>Week 7 reading</td>
</tr>
<tr>
<td>8</td>
<td>23rd March</td>
<td>The Globalization of Labour</td>
<td>Week 8 reading</td>
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<tr>
<td>9</td>
<td>30th March</td>
<td>Control and Surveillance in the Workplace</td>
<td>Week 9 reading</td>
</tr>
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<td>10a</td>
<td>6th April</td>
<td>Socially Responsible Management and Workers Rights</td>
<td>Week 10 reading Please note: this</td>
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<td></td>
<td></td>
<td>week is a short week as Friday</td>
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<td>10th April is the Good Friday</td>
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<td>holiday and the second day of</td>
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<td>mid-semester break</td>
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<tr>
<td>10b</td>
<td>16th April</td>
<td></td>
<td>Mid-semester break: Thursday 9th</td>
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<td>– Wednesday 15th April, inclusive</td>
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<td>of the Easter public holidays</td>
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<tr>
<td>11</td>
<td>20th April</td>
<td>Jobs and Skills for the future</td>
<td>Report DUE Week 11 reading</td>
</tr>
<tr>
<td>12</td>
<td>27th April</td>
<td>Conclusion</td>
<td></td>
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</tbody>
</table>
Exam Period 3rd – 9th May (inclusive)

Please note: The Easter long weekend in April is one of Australia’s most widely celebrated holiday seasons and comprises three public holidays. For this reason, we have opted to continue with a mid-semester break in ASP1, rather than replacing this with a study week before the exam period. Our intention would be to trial a study week (and therefore no mid-semester break) in ASP2 this year.
The Tasmanian School of Business and Economics (TSBE) is currently in the process of applying for business accreditation with the Association to Advance Collegiate Schools of Business (AACSB) – the lead program for accrediting business schools globally. AACSB seeks to connect educators, students, and business to achieve a common goal – to create the next generation of business leaders.

By joining AACSB and going through the accreditation process, TSBE is joining a global alliance committed to improve the quality of business education around the world, and to share the latest innovations in business education. Gaining Business Accreditation with AACSB is a multi-year process involving TSBE demonstrating our performance against the 15 accreditation standards.

Once complete, TSBE will join a select community of accredited business schools, with only 7% of all business schools globally having completed the AACSB process. This will further enhance the reputation of TSBE, and further enhance the global recognition of your qualifications. To find out more about AACSB click here.