Tasmanian School of Business & Economics (TSBE) (School)
College of Business and Economics (College)

BMA318
HUMAN RESOURCE MANAGEMENT PRACTICES B

12.50 Credit points

Semester 2, 2019

Unit Outline

Dr. Farveh Farivar
## CONTACT DETAILS

### Unit coordinator

<table>
<thead>
<tr>
<th>Unit coordinator:</th>
<th>Dr. Farveh Farivar</th>
</tr>
</thead>
<tbody>
<tr>
<td>Campus:</td>
<td>Sandy Bay</td>
</tr>
<tr>
<td>Email:</td>
<td><a href="mailto:Farveh.Farivar@utas.edu.au">Farveh.Farivar@utas.edu.au</a></td>
</tr>
<tr>
<td>Phone:</td>
<td>(03) 62262077</td>
</tr>
<tr>
<td>Room location and number:</td>
<td>Centaury Building, 4th floor, Room 426</td>
</tr>
<tr>
<td>Consultation hours:</td>
<td>By appointment only</td>
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<td>AACSB Accreditation</td>
<td>17</td>
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WHAT IS THE UNIT ABOUT?

Unit description

Today’s HR professionals are expected to understand and practice human resource management that is strategically aligned with organisational goals and creates value for the organisation. This unit integrates theory and research to develop your understanding of evidence-based human resource management and your professional skills in human resource management. The development of an organisation’s human resources is widely recognised as a critical component in gaining competitive advantage in the global marketplace. Developing people’s capabilities in diverse contexts is thus a vital contribution by HR professionals to the continuous improvement of an organisation’s workforce. The unit focuses on:

- The Australian context of HRM
- Performance management
- Remuneration
- Employee Benefits
- Talent retention and development
- Career planning and development
- Managing diversity
- HRM Information System
- HR Analytics

Intended Learning Outcomes

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

1. Explain knowledge of HRM theories, principles and skills in applying HRM theory to practice.
2. Use analytical, critical and reflective thinking to: identify information needs; develop plans; make recommendations and evaluate outcomes.
3. Show the ability to communicate an evidence-based argument supported by HRM literature and practice.
4. Perform independently, and collaboratively in diverse teams to complete allocated HR tasks.
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

N/A

Prior knowledge &/or skills

N/A
# 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>Assessment Task 1: Meaningful Contribution</td>
<td>In class</td>
<td>10%</td>
<td>LO1, LO2, LO3, LO4</td>
</tr>
<tr>
<td>Assessment Task 2: Performance Management Plan</td>
<td>10/09/2019</td>
<td>30%</td>
<td>LO1, LO2, LO3, LO4</td>
</tr>
<tr>
<td>Assessment Task 3: Group Facilitation</td>
<td>In class</td>
<td>20%</td>
<td>LO1, LO2, LO3, LO4</td>
</tr>
<tr>
<td>Assessment Task 4: Final Exam</td>
<td>Exam Period</td>
<td>40%</td>
<td>LO1, LO2, LO3</td>
</tr>
</tbody>
</table>

## Assessment Details

**Assessment Task 1: Meaningful Contribution**

- Each week during the semester, students are required to complete the workshop preparation for the topics and actively contribute to workshop discussion and activities.

- Every week students will be given two or three workshop activities and they should actively contribute to the activities during the workshops.

- The activities will be provided on MyLO.

- While ‘attendance’ is not a criterion for workshop assessment, students obviously would not be able to demonstrate their preparation and contribution without attending workshops.

- The preparation for and contribution to workshop’ activities will help them to learn and understand each weekly topic and contribute to class discussion in meaningful, fruitful and insightful ways.

- Each workshop has 1 mark.

**Distance Students**

- Distance students will answer to the activities in the written format (200 words per activity) and email them to the lecturer.
<table>
<thead>
<tr>
<th>Criterion Number</th>
<th>Criterion Description</th>
<th>Measures ILO:</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Preparation before attending the class</td>
<td>ILO1 &amp; ILO2</td>
</tr>
<tr>
<td>2</td>
<td>Actively contribute to the small group discussion</td>
<td>ILO3 &amp; ILO4</td>
</tr>
</tbody>
</table>

**Task Length**: The whole workshop

**Due by date**: On week 3, 4,5,6,7,8,9,10,11, and 12

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**Assessment Task 2: Performance Management Plan**

The purpose of this assessment task is to synthesize and extend your theoretical and practical knowledge about performance management. The task requires that you develop a performance management plan for a firm to help the firm to achieve its strategic goals. The information about the firm will be posted on MyLO and the method of developing a performance management process will be taught in week 2 and week 3.

**Internal and Distance Students**

To complete the task, you will analyse an existing Performance Management System and then will develop a new Performance Management System, detailing your recommendations for improving the current performance management system focused on fostering, evaluating and rewarding the activities that help the business to achieve its strategic goals.

Your report needs to contain:

- The performance criteria
- What the performance management system should measure to evaluate employees’ performance that leads to strategic goals
- Who the performance information should be collected from, and the information that should be collected from each source?
- How feedback should be provided to employees
- How employees should be rewarded for outstanding performance

Your performance management plan is expected to be fully referenced, that is, you will need to provide appropriate justification and support for what you propose. This can most easily be done with reference to journal and textbook material of proper standard.

All students need to read the assessment section for the details.
<table>
<thead>
<tr>
<th>Criterion Number</th>
<th>Criterion Description</th>
<th>Measures ILO:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Please see the rubric on MyLO</td>
<td>ILO1, ILO2, ILO3, ILO4</td>
</tr>
<tr>
<td>Task Length</td>
<td>1000 words +/- 10% (Analysing the current PM system) + 800 words +/- 10% (the new PM system)</td>
<td></td>
</tr>
<tr>
<td>Due by date</td>
<td>10/09/2019</td>
<td></td>
</tr>
</tbody>
</table>

**Assessment Task 3: Group Facilitation**

**Task description**

- Every student is required to join a group and each group will facilitate a workshop discussion on a particular topic of the week.
- The facilitation topics are one week behind the lecture topics.
- **Students need to form their groups in week 3.** Each group should have 2, 3, or 4 members (it depends on the number of students in the class).
- The lecturer will assess each student’s facilitation in accordance with the marking rubric.
- Students must read marking rubrics (posted in MyLO) before commencing their work.
- Students will assess individually and as a team, so the marks can be different among team members.

**Note**

- A facilitation differs from a presentation. Teams need to design two or three activities to engage students in their facilitation.
- This is a group assignment, so no one can complete the assignment alone.
- The timetable for the facilitation is fixed.

**Steps to complete the assessment**

1. Form a group (2 or 3 students per group)
2. Select a topic from the list below;
   - Appraising and Managing Performance (1) and (2)
   - Training and Development
   - Employees’ Benefit (1) and (2)
• Career development
• Remuneration (i) and (2)
• Managing Diversity
• HRIS and e-HRM
• HR Analytics

3. Attend the lectures to learn the concepts
4. Design two or three activities
5. Present the concepts (max 10-15 minutes)

Engage students in the facilitation through designed activities (Min 15 minutes)

**Distance students**
1. Select a topic from the list above
2. Listen to the weekly recordings
3. Present the concept in an online session to the lecturer (20 minutes)
4. Answer to lecturer's questions about the selected topic (10 minutes)

<table>
<thead>
<tr>
<th>Criterion Number</th>
<th>Criterion Description</th>
<th>Measures ILO:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Please see the rubric on MyLO</td>
<td>ILO1, ILO3, &amp; ILO4</td>
</tr>
<tr>
<td>Task Length</td>
<td>30 minutes</td>
<td></td>
</tr>
<tr>
<td>Due by date</td>
<td>Weeks 3,4,5,6,7,8,9,10,11, and 12</td>
<td></td>
</tr>
</tbody>
</table>

**Assessment Task 4: Final Exam**

<table>
<thead>
<tr>
<th>Task description</th>
<th><strong>Exam Format</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>The examination will comprise of two parts:</td>
</tr>
<tr>
<td></td>
<td>• Section A will be a case study with two compulsory questions.</td>
</tr>
<tr>
<td></td>
<td>• Section B contains four questions and you will need to answer two out of four essay questions</td>
</tr>
<tr>
<td></td>
<td>• Each question has a value of 10 marks. In total, final exam has 40 marks.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Measures ILO:</th>
<th>ILO1, ILO2, &amp; ILO3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Duration</td>
<td>2 hours</td>
</tr>
<tr>
<td>Due by date</td>
<td>TBA</td>
</tr>
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</table>
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.

Late Assessment and Extension Policy

In this Policy:
(a) ‘day’ or ‘days’ includes all calendar days, including weekends and public holidays;
(b) ‘late’ means after the due date and time; and
(c) ‘assessment items’ includes all internal non-examination-based forms of assessment.

This Policy applies to all students enrolled in TSBE Units at whatever Campus or geographical location.

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.

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.

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

Requests for extensions
Send emails and documents to the lecturer. Extensions cannot be requested after the deadline.

Penalties for Late Submission

1. 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.
2. Assessment items submitted more than five (5) days late will not be accepted.

3. Academic staff do NOT have the discretion to waive a late penalty, subject to clause 4 above.

**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.

Review of Assessment consists of re-marking the final assessment item, checking the addition of all marks, and a check to ensure that all marks have been included in the final result.

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:


**Academic referencing**

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.
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.

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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

You will need the following text:


Please note that this book is meant to be digital. You will be able to buy the BASIC E-text book from the following link:

Once they purchase the E-Text they will be emailed a registration code and full instructions on how to access VitalSource E-Text. You do also have the option to purchase the printed version via the link.

Recommended readings

In addition to the texts recommended above, you are also expected to be familiar with the key academic journals in the discipline from which useful insights may be derived. In particular, you are encouraged to review regularly the relevant papers that are published in:

- International Human Resource Management Journal
- Human Resource Management (UK)
• Human Resource Management (US)
• International Business Review
• Journal of International Business Studies
• Human Resource Management Review
• Industrial Relations Journal

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

Acknowledging that everyone learns differently, we have developed a wide range of learning activities to support students in BMA318- HRM B. We want your commitment to engage with the materials and work to succeed, and in return, we have developed an extensive range of supports and activities to help you get there.

Each session includes a 3-hour workshop and will be linked to a specific topic. Each session includes;

• 1-hour lecture
• 1:15 minutes class activities
• 30 minutes Group Facilitation

Activities are designed to help you reinforce your understanding of the material that is covered in the session. We know from experience that the students who come along
and engage with the material enjoy the course more, understand the materials better and are more likely to succeed.

**Specific attendance/performance requirements**

These are some of the expectations we have of you as a student enrolled in this unit:

- Before Week 1, take your time to familiarise yourself with the unit outline, terms and conditions, and assignments.
- In week 1, get to know each other in the class and outside the class using the discussion board in the BMA318 MyLO.
- In week 3, form your groups for assessment 3 (Group facilitation)
- Submit all assignments on time.
- Participate actively in small group discussion to earn meaningful contribution marks. From week 3, every session has 1 mark as the **meaningful contribution mark.** Ten percent (10%) of the total mark (100%) is allocated to meaning contribution in the class discussions and games.

In this unit, your active engagement will be monitored in the following way:

1. **Meaningful contribution to the class activities during workshops**

If you do not demonstrate evidence of having engaged actively with this unit by completing these two activities by Week 4 of the semester, your enrolment may be cancelled or you may be withdrawn from the unit.

**The 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.

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**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.

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.
## Unit schedule

<table>
<thead>
<tr>
<th>WEEK</th>
<th>DATE BEGINNING</th>
<th>TOPIC/ MODULE/ FOCUS AREA</th>
<th>ACTIVITIES</th>
<th>RESOURCES/ READINGS/ FURTHER INFORMATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>16 July</td>
<td>The Australian context of HRM</td>
<td>on MyLO- Week 1</td>
<td>Nankervis et al. 2017 (Chapter 2)</td>
</tr>
</tbody>
</table>
| 2    | 23 July        | Appraising and Managing Performance (1) | on MyLO - Week 2 | Stone 2017 (Chapter 8)  
Nankervis et al. 2017 (Chapter 8) |
| 3    | 30 July        | Appraising and Managing Performance (2) | on MyLO - Week 3 | Stone 2017 (Chapter 8)  
Nankervis et al. 2017 (Chapter 8) |
| 4    | 6 August       | Human Resource Development | on MyLO - Week 4 | Stone 2017 (Chapter 9) |
| 5    | 13 August      | Career Planning and Development | on MyLO - Week 5 | Stone 2017 (Chapter 10) |
| 6    | 20 August      | Remuneration (1) | on MyLO - Week 6 | Stone 2017 (Chapter 12) |
| 7    | 27 August      | Remuneration (2) | on MyLO - Week 7 | Stone 2017 (Chapter 12) |
| 8    | 10 September   | Employee benefit (1) | on MyLO - Week 8 | Stone 2017 (Chapter 13)  
Assessment 2 (PM Plan) Due date |
| 9    | 17 September   | Employee benefit (2) | on MyLO - Week 9 | Stone 2017 (Chapter 13) |
| 10   | 24 September   | Managing diversity | on MyLO - Week 10 | Stone 2017 (Chapter 18) |
| 11   | 1 October      | HRIS and e-HRM | on MyLO - Week 11 | Stone 2017 (Chapter 3) |
| 12   | 8 October      | HR Analytics | on MyLO - Week 12 | on MyLO |
| 13   | 15 October     | Review | | |

**Mid-semester break: 2 – 8 September**

<table>
<thead>
<tr>
<th>WEEK</th>
<th>DATE BEGINNING</th>
<th>TOPIC/ MODULE/ FOCUS AREA</th>
<th>ACTIVITIES</th>
<th>RESOURCES/ READINGS/ FURTHER INFORMATION</th>
</tr>
</thead>
</table>
| 8    | 10 September   | Employee benefit (1) | on MyLO - Week 8 | Stone 2017 (Chapter 13)  
Assessment 2 (PM Plan) Due date |
| 9    | 17 September   | Employee benefit (2) | on MyLO - Week 9 | Stone 2017 (Chapter 13) |
| 10   | 24 September   | Managing diversity | on MyLO - Week 10 | Stone 2017 (Chapter 18) |
| 11   | 1 October      | HRIS and e-HRM | on MyLO - Week 11 | Stone 2017 (Chapter 3) |
| 12   | 8 October      | HR Analytics | on MyLO - Week 12 | on MyLO |
| 13   | 15 October     | Review | | |

**Exam Period: 26 October - 12 November**
ACCREDITATION

AACSB Accreditation

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.