

Advice for Referencing in Assessment 1: Individual Report

In this assessment task, you are required to read a prescribed journal article and respond to two questions that rely on your own interpretation and understanding of the key issues under discussion. The article is:

Bartram, T, Cavanagh, J, Meacham, H, & Pariona-Cabrera, P 2021, 'Re-calibrating HRM to improve the work experiences for workers with intellectual disability', *Asia Pacific Journal of Human Resources*, vol. 59, no. 1, pp.63-83.

Your assignment should have a reference list at the end of the report that includes this full reference as it appears above. This is the only reference required. This is the only time you are allowed to cut and paste! For future assignments (when you conduct independent research) your reference list will contain multiple sources so this is very unusual that we only require one. In terms of referencing, please follow the protocols of Harvard Referencing WesternSydU in the construction of your report. Some guidelines to help you out:

Paraphrasing

When you use your own voice and writing style to construct an answer, it may be essential to include a citation to the article that gave you the information, argument, evidence or idea. This is how most scholarly work is written. In this instance, you write an original response and incorporate the work of the author via an in-text citation. If you look at the journal article we have given you, you will notice that there is a constant inclusion of citations to the work of others. Please note that paraphrasing is **NOT** taking a paragraph written by someone else and re-wording it to seem original. This is a form of plagiarism and is unacceptable at University.

Also, in the examples below I have used italics to separate the instructions from the exemplars but you should not use italics in this way within your report.

In-text Citations

You will need to provide a minimum of one in-text citation from the article. Examples (not to be used in your assignment) include:

The purpose of this report is to review a scholarly journal article on diversity approaches and issues surrounding employees with a disability and HRM practices in the contemporary Australian workplace by Bartram et al. (2021).

or

In reviewing the article on disability and employment (Bartram et al. 2021), it is made clear that there are a range of reasons why current HRM approaches for WWID are not working.

Utilising the abbreviation, 'et al' after the first author means 'first author and others'. The rule of thumb is that it is used for brevity and convenience when there are three or more authors.

If you are using a direct quote from the article, then you will need to include quotation marks and page numbers:

'Current HRM approaches for WWID are not working'. (Bartram et al. 2021: 65).

Using cited references

You will need to use citations from within the article as this is not a research assignment and there is no need to find additional sources.

Sometimes students like to use references from within an article without accessing the article themselves. This practice is a common mistake that students make when they want to make it look like they have conducted a lot of research but in fact, have just 'lifted' the use of literature from the one author. In some instances, this can lead to an allegation of academic misconduct as it may be a form of plagiarism.

If you desperately want to use the sources from within the article, then the appropriate approach is to acknowledge this fully by using the phrase 'cited in'.

Example:

Creating a 'non-bureaucratic structure' and adopting an 'egalitarian approach' to management will best support diversity management (Thomas and Ely, 1996 cited in Bartram et al. 2021: 73).

Additional help

The WSU Library site is a great source of information for referencing in assessments. Also, you can visit the Library on your campus and get personal help or make an enquiry online.

The best way of learning how to reference is to follow the guidelines and have a go. In a level 1 unit such as MPW we understand that this may be your first assignment at University and we will provide feedback via the marking process if you have made a mistake.

Best wishes, Unit Coordinator.