

Teaching Period 3, 2022

# BUSM1023 Managing People at Work

## Assignment 1: Report

**Team/Individual task:** Individual

**Word limit:** 500 words

**Weighting:** 20%

**Due date:** 5pm AEST Monday 26 September 2022 (Week 4)

After you have read this information, head over to the [Assignment 1 Q&A](#) discussion board to ask any questions and see what your peers are saying about this assignment.

### Assignment overview

**This assignment is a mandatory submission, which means that in order to pass this subject of study, you must submit this assignment.**

This assignment is designed to help you start thinking about the complexity of managing people at work and the range of issues relevant within the field of employment relations. When it comes to debates about employment relation, there is no right or wrong. Employment relations stakeholders often have different and sometimes competing views, and expected alliances can shift depending on the issue. You are encouraged to approach any employment relations matter objectively, and recognise that there will be a number of perspectives on the issue. As such, you must critically evaluate all viewpoints before arriving at a conclusion.

This assignment will assess your writing abilities in preparation for the second assignment. Please read the marking guide criteria and standards against which your report will be marked.

This assignment supports [Subject Learning Outcomes 1, 2 and 3](#).

If your studies have been adversely affected by circumstances beyond your control, you may request an extension using the following options.

Note: A request must be made within 48 hours of the assignment due date.

[Request an extension](#)

[View an existing request](#)

## Assignment details

This assignment task requires you to read the following article and provide a brief report that summarises the critical elements in your own words. The assignment should be 500 words in length.

**Relevant article:** 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.

Read [Re-calibrating HRM to improve the work experiences for workers with intellectual disability](https://canvas.westernsydneyonline.edu.au/courses/1164/files/817765/download?download_frd=1). [↓](https://canvas.westernsydneyonline.edu.au/courses/1164/files/817765/download?download_frd=1) (https://canvas.westernsydneyonline.edu.au/courses/1164/files/817765/download?download\_frd=1) (Bartram et al. 2021) to answer the following questions.

In your own words answer the following questions:

- According to the authors, why are the current HRM approaches for WWID not working?
- According to the authors, what does a re-calibrated HRM and diversity management approach offer for improving the work experience of employees with a disability?

### Instructions:

To successfully complete this assignment, work your way through the following steps—

1. Read the article by Bartram et al. (2021) [Re-calibrating HRM to improve the work experiences for workers with intellectual disability](https://canvas.westernsydneyonline.edu.au/courses/1164/files/817765/download?download_frd=1). [↓](https://canvas.westernsydneyonline.edu.au/courses/1164/files/817765/download?download_frd=1) (https://canvas.westernsydneyonline.edu.au/courses/1164/files/817765/download?download\_frd=1) .
2. In your own words, construct a report that clearly addresses all parts of the questions outlined in the bullet points.
3. Your report should include an opening statement that addresses the purpose of the task and includes a precise reference to the article—utilising the [Harvard WesternSydU](https://library.westernsydney.edu.au/_data/assets/pdf_file/0008/1943486/cite_Harvard.pdf) (https://library.westernsydney.edu.au/\_data/assets/pdf\_file/0008/1943486/cite\_Harvard.pdf) reference style.
4. Address each part separately, using headings where appropriate.
5. A separate conclusion is not required.
6. No other research is required for this assignment.

### Guidelines:

To successfully complete this assignment, you should follow these guidelines—

- Assignments should be formatted in Arial, 11 font, 1.5 spacing and have appropriate margins.
- The total 500 word limit must be adhered to within the acceptable range of + or – 10%.
- As the report is short, you do not need to provide an executive summary, table of contents or appendices. However, these might be required in other report style assignments in your studies.
- You must use the [Harvard WesternSydU](https://library.westernsydney.edu.au/_data/assets/pdf_file/0008/1943486/cite_Harvard.pdf) ([https://library.westernsydney.edu.au/\\_data/assets/pdf\\_file/0008/1943486/cite\\_Harvard.pdf](https://library.westernsydney.edu.au/_data/assets/pdf_file/0008/1943486/cite_Harvard.pdf)) reference style throughout your report.
- This is an individual assignment task—if a submitted report is assessed as not being the work of a single author, then academic misconduct rules apply.

**Please note:** Inadequate, inappropriate or inaccurate referencing that does not conform to the conventions of [Harvard WesternSydU](https://library.westernsydney.edu.au/_data/assets/pdf_file/0008/1943486/cite_Harvard.pdf)

([https://library.westernsydney.edu.au/\\_data/assets/pdf\\_file/0008/1943486/cite\\_Harvard.pdf](https://library.westernsydney.edu.au/_data/assets/pdf_file/0008/1943486/cite_Harvard.pdf))

referencing may result in the essay receiving a fail grade overall, and the possibility of academic misconduct.

## Supporting documents

### Supporting resources

- [Examples of academic writing \(PDF 36 KB\)](https://canvas.westernsydneyonline.edu.au/courses/1164/files/817706/download?download_frd=1) ↓  
([https://canvas.westernsydneyonline.edu.au/courses/1164/files/817706/download?download\\_frd=1](https://canvas.westernsydneyonline.edu.au/courses/1164/files/817706/download?download_frd=1)) (Western Sydney University 2018) gives you examples of writing at a Pass, Credit, Distinction and High Distinction standard.
- [Advice for Referencing in Assessment 1](https://canvas.westernsydneyonline.edu.au/courses/1164/files/817759/download?download_frd=1) ↓  
([https://canvas.westernsydneyonline.edu.au/courses/1164/files/817759/download?download\\_frd=1](https://canvas.westernsydneyonline.edu.au/courses/1164/files/817759/download?download_frd=1)) : Individual Report from the Subject Coordinator.
- [Harvard WesternSydU referencing style guide \(PDF 199 KB\)](https://library.westernsydney.edu.au/_data/assets/pdf_file/0008/1943486/cite_Harvard.pdf)  
([https://library.westernsydney.edu.au/\\_data/assets/pdf\\_file/0008/1943486/cite\\_Harvard.pdf](https://library.westernsydney.edu.au/_data/assets/pdf_file/0008/1943486/cite_Harvard.pdf)) (Western Sydney University Library 2019).
- [Harvard WesternSydU style – In-text citations](https://www.youtube.com/watch?v=eX5Uxtbig_Y) ([https://www.youtube.com/watch?v=eX5Uxtbig\\_Y](https://www.youtube.com/watch?v=eX5Uxtbig_Y)) (Western Sydney University Library 2020).
- [Library Study Smart](https://www.westernsydney.edu.au/studysmart/home/self-help_resources/assignment_help) ([https://www.westernsydney.edu.au/studysmart/home/self-help\\_resources/assignment\\_help](https://www.westernsydney.edu.au/studysmart/home/self-help_resources/assignment_help))—a library resource that helps you complete assignments (Western Sydney University Library 2021).
- [Refworks](https://library.westernsydney.edu.au/your-library/tools_and_apps/refworks) ([https://library.westernsydney.edu.au/your-library/tools\\_and\\_apps/refworks](https://library.westernsydney.edu.au/your-library/tools_and_apps/refworks)) (Western Sydney University Library 2022).
- Western Sydney University Library has further information about referencing on their [Referencing and citation](https://library.westernsydney.edu.au/main/guides/referencing-citation) (<https://library.westernsydney.edu.au/main/guides/referencing-citation>).

# Submission details overview

This assignment will be submitted through Canvas. When you are ready to submit your assignment, select the 'Start Assignment' button at the top of this page. You will be taken to the 'File Upload' tab, where you can choose your file or submit your URL.

Please note: When you submit your assignment through Canvas, you are also submitting the assignment through Turnitin, which is a text-matching service that compares your work with an international database of information sources. You will need to agree to using it.

Once you have submitted your assignment, select 'Submission Details' on the right of your screen to view your originality report if you haven't already done so.

Please allow a 24-hour turnaround for an originality report to be generated.

**Resubmissions after the due date without prior approval from your Subject Coordinator may not be marked.**

## Assignment support

Don't forget that in addition to your OLAs who provide discipline-specific content advice, you can access the 24/7 draft writing service from Studiosity.

If you need assistance with academic feedback on a draft of your assignment, see [Assignment support: Studiosity](#).

# Assignment criteria

- 1. Purpose.
- 2. Structure and analysis.
- 3. Clarity of expression e.g. clear communication of ideas, sound sentence structure, grammar, punctuation and spelling.
- 4. Referencing.

Your work will be assessed using the following marking guide:

*Assignment 1 marking guide*

Criteria	No Pass	Pass 50–64%	Credit 65–74%	Distinction 75–84%

Criteria	No Pass	Pass 50–64%	Credit 65–74%	Distinction 75–84%
<b>Purpose</b>	Demonstrates little understanding of the purpose of the exercise.	Clearly understands the purpose of the exercise.	Demonstrates sound appreciation of the purpose of the exercise.	Displays precise and informed awareness of the purpose of the exercise.
<b>Structure and analysis</b>	Disjointed structure. Absence of analysis.	Reasonable structure. Displays basic analysis of the concepts of hard and soft Human Resource Management in the context of the article.	Clear structure. Displays a sound level of analysis, with a clear identification of the issues raised in the question.	Logical structure. Displays a sound level of analysis, providing insightful and meaningful conclusions.
<b>Clarity of expression e.g. clear communication of ideas, sound sentence structure, grammar, punctuation and spelling.</b>	Poor communication of ideas due to careless writing and lack of proofreading.  Unacceptable number of spelling and grammatical errors.	A satisfactory standard of expression. Few spelling and/or grammatical errors.	Consistent expression. No spelling and/or grammatical errors.	Clear, consistent use of language and expression that demonstrates advanced writing skills.
<b>Referencing</b>	Inadequate, inappropriate or inaccurate referencing that does not conform conventions of <a href="https://library.westernsydney.edu.au/_data/assets/pdf_file/0008/1943486/ci">Harvard WesternSydU</a> ( <a href="https://library.westernsydney.edu.au/_data/assets/pdf_file/0008/1943486/ci">https://library.westernsydney.edu.au/_data/assets/pdf_file/0008/1943486/ci</a> ) referencing may result in the essay receiving a fail grade overall and the p academic misconduct. Marks may be deducted for poor referencing techn will not be awarded for appropriate referencing technique.			

## References

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.

Western Sydney University Library 2019, *Harvard WesternSydU referencing style guide*, viewed 15 July 2022,

<[https://library.westernsydney.edu.au/\\_\\_data/assets/pdf\\_file/0008/1943486/cite\\_Harvard.pdf](https://library.westernsydney.edu.au/__data/assets/pdf_file/0008/1943486/cite_Harvard.pdf)>.

Western Sydney University Library 2020, *Harvard WesternSydU Style – In-text citation*, 26 June, online video, viewed 15 July 2022, <[https://www.youtube.com/watch?v=eX5Uxtbig\\_Y](https://www.youtube.com/watch?v=eX5Uxtbig_Y)>.

Western Sydney University Library 2021, *Library study smart*, viewed 15 July 2022, <[https://www.westernsydney.edu.au/studysmart/home/self-help\\_resources/assignment\\_help](https://www.westernsydney.edu.au/studysmart/home/self-help_resources/assignment_help)>.

## Assessment declaration and statement of authorship

By submitting my assignments below I declare that:

- this is an original piece of work and no part has been completed by any other person other than signed below
- I have read and understood the guidelines on [Academic honesty and plagiarism](https://www.westernsydney.edu.au/learning_futures/home/teaching_support/academic_integrity) ([https://www.westernsydney.edu.au/learning\\_futures/home/teaching\\_support/academic\\_integrity](https://www.westernsydney.edu.au/learning_futures/home/teaching_support/academic_integrity)), and no part of this work has been copied or paraphrased from any other source except where this has been clearly acknowledged in the body of the assignment and included in the reference list
- I have retained a copy of this assignment in the event of it becoming lost or damaged.

I agree and acknowledge that:

- I have read and understood the declaration and statement of authorship above
- I accept that use of my Western Sydney University Online account to electronically submit this assignment constitutes my agreement to the Western Sydney University Online Assessment Declaration.
- If I do not agree to the Western Sydney University Online Assessment Declaration in this context, the outcome of my assignment may not be valid for assessment purposes and may not be included in my aggregate score for this subject.
- I am aware that it is not acceptable to resubmit the same piece of work (in part or as whole) for multiple assignments without permission from the Subject Coordinator
- I have read and understood the Western Sydney University Student Honour Code.

Prior to submitting your assignment please refer to the [Academic integrity checklist \(PDF 43 KB\)](#)

([https://www.westernsydney.edu.au/\\_data/assets/pdf\\_file/0009/1179045/Academic\\_integrity\\_checkl](https://www.westernsydney.edu.au/_data/assets/pdf_file/0009/1179045/Academic_integrity_checkl)) to ensure the integrity of your submission.

Further information relating to the penalties for plagiarism, which range from a formal caution to expulsion from the University, is contained in the Western Sydney University Online [Academic honesty and plagiarism](#)

([https://www.westernsydney.edu.au/learning\\_futures/home/teaching\\_support/academic\\_integrity](https://www.westernsydney.edu.au/learning_futures/home/teaching_support/academic_integrity)) page.

