

HRMT11011 Assessment details for all students

Assessment task 2—Academic Essay

Assessment task 2—Academic Essay (Individual task)

Due date: 11:45PM AEST, Monday 7 August 2017 Week 5

ASSESSMENT

Weighting: 35%

Length: 1500 words ±10% (excluding reference list)

2

Objectives

This assessment task relates to UNIT learning outcomes numbers 1 to 6.

Before starting this assessment read the **marking criteria** (below) and information about **academic essay writing** on the Academic Learning Centre (ALC) website:

<http://moodle.cqu.edu.au/UNIT/view.php?id=1497> (Click 'Academic Communication')

There is plenty of useful information on the ALC site that assists with your studies.

Purpose

This written assessment is designed to assist students to develop skills in the analysis of human resource issues based on relevant human resource theories and models.

The secondary purpose of this assessment task is to give students the opportunity to enhance their analysis, critical thinking and written communication skills; particularly in the areas of developing argument and essay writing.

Description

Assessment task 2 requires the writing of an **ACADEMIC ESSAY**. This essay should be an 'argumentative essay', and must therefore contain an argument that is used as the structuring element of the essay. Students are expected to engage in extensive research within the academic literature (peer reviewed journals) relevant to the task and evidence your argument from scholarly sources.

Task Details

In April 2017, the Australian Government announced the abolition of the Temporary Work (Skilled) (subclass 457) visa and replaced it with a completely new Temporary Skills Shortage (TSS) visa.

<http://www.minister.border.gov.au/peterdutton/2017/Pages/putting-australian-workers-first.aspx>

Provide an overview of these said changes from the *457 visa* to the *TSS visa* and include reference to the original purpose of the *457 visa* when introduced by the Howard government in 1996.

Identify the key stakeholders and their perspectives in relation to the changes from the *457 visa* to the *TSS visa* and the broader foreign worker debate in Australia.

Critically discuss how the changes from the *457 visa* to the *TSS visa* will impact Australian business and their human resource planning and associated recruitment practices. Use examples from two specific industries, which you consider significantly impacted by the changes to evidence your argument.

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Additional Information

Your essay should be a properly constructed **ACADEMIC ESSAY**. It should contain an effective introduction, body and conclusion. The introduction should introduce the essay and include your argument. The introduction should reflect the task and provide purpose, scope and context. The body should be the critical analysis where you present your argument, which is supported throughout using the evidence you have collected from your research, and the conclusion should restate your argument, summarise the evidence, and make a conclusion regarding your argument. The conclusion should link to the introduction.

The essay should contain a coherent, and appropriate critical review of the academic literature across the issues you identify. The literature review should be integrated throughout the essay to evidence the critical analysis and develop your argument.

- **DO NOT INCLUDE HEADINGS IN YOUR ESSAY.**
- **DO NOT INCLUDE AN ABSTRACT.**
- **DO NOT INCLUDE A TABLE OF CONTENTS.**

A reference list is compulsory (and prepare according to the CQU APA Referencing Protocol). DO NOT include a bibliography.

This assessment item involves researching your assigned topic to enhance your understanding of the relevant human resource issues and utilisation of academic literature. The prescribed textbook for the UNIT must be cited. You will be expected to present information and evidence from, and cite, relevant academic peer reviewed journal articles. You must undertake research more broadly than articles posted on Moodle. The minimum to pass this criterion [13/25] is SIX (6) scholarly references, one of which must **be the prescribed textbook, plus FIVE (5) relevant academic peer reviewed journal articles**. The quality and number of citations will demonstrate the breadth and depth of the literature used to formulate your argument. It is not only about the number of references, but also it is about how you use the content from your research. You can cite the textbook, and any of your journal articles more than once as appropriate to develop your argument. Keep your key research recent so sources from 2011 onwards, unless a defining moment in the topic areas, or you are using the primary source articles of theories and/or models. You may need to have additional material from pre 2011 to fully explore the topic. You also will need to obtain material from appropriate sources that evidences the stakeholder perspectives.

Your marker is interested in the analysis that you have developed from **YOUR review of the literature and how well you use the literature to respond to the topic**. There should be minimal if any use of direct quotes, and you should be paraphrasing, and of course referencing throughout. The referencing must be appropriate and sufficient.

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HRMT11011 – Human Resources in Organisations

Assessment item 2 - Marking criteria for individual essay

Submissions will be assessed on the extent to which they meet each of the following criteria:

<i>Does your essay demonstrate:</i>	Weighting
Research The essay demonstrates extensive research and understanding of the relevant material. Students should have a minimum of six (6) scholarly references, which must include the prescribed textbook, and five (5) academic peer reviewed journals (to be eligible for a pass [13/25] on this criterion), and research is used in an integrated manner.	25%
Analysis The essay demonstrate critical analysis and a clearly integrated and well-developed argument throughout.	30%
Application of theory/literature This essay demonstrates application of the relevant theory, concepts and frameworks.	20%
Presentation The essay is appropriately structured with no headings, has relevant information order and flow, paragraphs are used effectively, and include a well-formulated introduction and conclusion.	20%
Communication The essay uses clear and concise communication, appropriate language, grammar, spelling (Australian English), and punctuation.	5%