



MMH753 – Human Resource Management in the Global Context

T2, 2018

Assessment Task 1 - Research Assignment

DUE DATE AND TIME: Week 6, 22/08/2017, Wednesday, 11:59PM AEST
PERCENTAGE OF FINAL GRADE: 40%
HURDLE DETAILS: No hurdle requirement

Learning Outcome Details

The following table outlines the unit learning and graduate learning outcomes:

Unit Learning Outcome (ULO)	Graduate Learning Outcome (GLO)
ULO 1: Critique the concept of international HRM and its strategic role in the global environment.	GLO1: Discipline-specific knowledge and capabilities GLO4: Critical thinking GLO8: Global citizenship
ULO 2: Develop an advanced comparative analysis of HRM across different national systems and cultural contexts.	GLO1: Discipline-specific knowledge and capabilities GLO4: Critical thinking GLO8: Global citizenship
ULO 3: Critically evaluate the impact of international HRM policies and practices on different cohorts of multinational corporate employees including home and host country managers.	GLO1: Discipline-specific knowledge and capabilities GLO4: Critical thinking GLO8: Global citizenship

The aim of this research assignment is for students to achieve ULOs 1-3, and obtain GLOs 1, 4, 8.

Assessment Feedback:

Students who submit their work by the due date will receive their marks and feedback on CloudDeakin by **Wednesday, 12/09/2018, 11:59PM.**

Description / Requirements

This research assignment requires you as students to evaluate and critique the readings contain in the first five topics of this unit study, and answer the following three questions:

- 1) *What is the strategic role of HRM within the context of multinational companies (MNCs) operating in the global environment? (see Readings in Topics 1 & 3)***
- 2) *How would cultural and institutional differences between home and host country impact on the design and development of global HRM policies and practices for MNCs? (reference to the readings in Topics 2 &3)***
- 3) *If the context really matters, MNC's subsidiaries operating in different countries would have to choose different global HRM policies and practices to be in line with their particular country context. Would different global staffing and performance management approaches adopted by the MNC impact on its different cohorts of employees? (reference to the readings in Topics 4 & 5)***

In addressing the-above questions you may like to further draw on authoritative sources to support your arguments and analysis, apart from the readings provided on the unit CloudDeakin site. What counts as 'authoritative' are peer-reviewed journal articles, scholarly texts and research books, mainstream media, employer associations, trade unions, and public institutions with an interest in the management of labour or the regulation of workplace relations globally. You should not offer personal opinions or rely on personal experience. Nor should you refer to internet blogs, vanity sites and similar, recognisable by their having no legitimacy in representation and no authority accountable to public, political or academic review.

Please also note the following:

- Adhere to the word limit of your research essay within 3000 words (plus or minus 10%, exclusive of the reference section). Any assignment content over or below the limit will not be examined.
- There is no requirement or recommendation as to the number of maximum sources that should be cited. However, as a common rule of thumb, a minimum of citing at least 10 references (about 10 readings contained in the first five topics) is required to write an essay of 3000 words.
- This is NOT a group assignment.
- Double-space your work, as it makes the text easier to read for the examiner.

- Papers that use no citation will attract an automatic zero. Resubmission is not an option.
- Papers that have no reference list will also attract an automatic zero. Resubmission is not an option.
- Papers that do not apply correct citation format will be marked down. If you are unsure of how to cite sources used to develop arguments in university level essays, you should consult the resources made available in the 'writing essays' folder on this unit's CloudDeakin web-site. Examiners will allow some leeway for minor errors if a genuine attempt to apply a correct citation format is evident.
- Papers that apply citation to mask plagiarism will be automatically referred to the Academic Progress Committee, as will all cases of plagiarism. If you are unsure of what constitutes plagiarism, you should consult the resources made available in the 'writing essays' folder on this unit's CloudDeakin web-site.
- The expected format of the assessment task is a standard university 'essay' (i.e., opening with an introduction, followed by a body of content setting out the arguments, finishing with a conclusion summarising the key points). It is not a 'report'; hence please do not provide an executive summary or table of contents for this assignment.

Note: Any Business School Students should follow the [Harvard style of referencing](#).

Please refer to the marking rubric attached to this assessment task on the CloudDeakin to understand the assessment criteria of your research assignment.

Submission Instructions

Please upload and submit your written assignment on CloudDeakin, under the folder named as "MMH753 – T2 2018-Research Assignment Submission Folder", no later than **11:59pm, Wednesday, 22 August 2018**.

You must keep a backup copy of every assignment you submit, until the marked assignment has been returned to you. In the unlikely event that one of your assignments is misplaced, you will need to submit your backup copy.

Any work you submit may be checked by electronic or other means for the purposes of detecting collusion and/or plagiarism. Turnitin is also provided on CloudDeakin so you can check your work against the similarity report initially under draft box.

When you are required to submit an assignment through your CloudDeakin unit site, you will receive an email to your Deakin email address confirming that it has been submitted. You

should check that you can see your assignment in the Submissions view of the Assignment dropbox folder after upload, and check for, and keep, the email receipt for the submission.

Notes

- **Penalties for late submission:** The following marking penalties will apply if you submit an assessment task after the due date without an approved extension: 5% will be deducted from available marks for each day up to five days, and work that is submitted more than five days after the due date will not be marked. You will receive 0% for the task. 'Day' means working day for paper submissions and calendar day for electronic submissions. The Unit Chair may refuse to accept a late submission where it is unreasonable or impracticable to assess the task after the due date.
- For more information about academic misconduct, special consideration, extensions, and assessment feedback, please refer to the document ***Your rights and responsibilities as a student in this Unit*** in the first folder next to the Unit Guide of the Resources area in the CloudDeakin unit site.
- **Building evidence of your experiences, skills and knowledge (Portfolio)** - Building a portfolio that evidences your skills, knowledge and experience will provide you with a valuable tool to help you prepare for interviews and to showcase to potential employers. There are a number of tools that you can use to build a portfolio. You are provided with cloud space through OneDrive, or through the Portfolio tool in the Cloud Unit Site, but you can use any storage repository system that you like. Remember that a Portfolio is YOUR tool. You should be able to store your assessment work, reflections, achievements and artefacts in YOUR Portfolio. Once you have completed this assessment piece, add it to your personal Portfolio to use and showcase your learning later, when applying for jobs, or further studies. Curate your work by adding meaningful tags to your artefacts that describe what the artefact represents.