Assessment 2: Individual essay (40%)

Overview Through completion of this assessment, students will learn how to:

Research a contemporary issue in employment relations.

Construct a sustained argument in response to the question.

Utilise and conform to the principles of academic rigour in the production of an acceptable, formal response to the question.

Each student will submit an individual essay that will be assessed in accordance with the marking guide included in this learning guide. Please read the essay marking guide below. The marking guide sets out the criteria and standards against which your essay will be marked. Further assistance will be provided in lectures and any additional information will be placed on vUWS.

Details

|  |  |
| --- | --- |
| Essay question | In managing people at work, what is the impact of workplace bullying on employee and organisational  performance? |
| Research | As a starting point, you may be able to use some of your research from assessment 1 to provide insight into  the topic. However, to answer this question, you will need to conduct independent  research on the topic of workplace bullying.  Journals are the most useful source of scholarly material because they contain contemporary research  that has been reviewed by experts in the field.  Some examples include:  *Branch, S., Ramsay, S. and Barker, M. (2013) ‘Workplace Bullying, Mobbing and General Harassment:*  *A Review’, International Journal of Management Reviews, Vol. 15, pp. 280-299.*  *Devonish, D. (2013) ‘Workplace bullying, employee performance and behaviours’, Employee Relations,*  *Vol. 35, No.6, pp.630-647.*  *Galanaki, E. and Papalexandris, N. (2013) ‘Measuring workplace bullying in organisations’, The*  *International Journal of Human Resource Management, Vol.24, No. 11, pp.2107-2130.*  *Hutchinson, J. (2012) ‘Rethinking Workplace Bullying as an Employment Relations Problem’, The Journal*  *of Industrial Relations, Vol.54, No. 5, pp.637- 652.*  *McCormack, D., Djurkovic, N. and Casimir, G. (2013) ‘Workplace bullying: the experiences of building and*  *construction apprentices’, Asia Pacific Journal of Human Resources, Vol.51, Issue 4, pp.406-420.*  *Woodrow, C. and Guest, D. (2013) ‘When good HR gets bad results: exploring the challenge of HR*  *implementation in the case of workplace bullying’, Human Resource Management Journal, Vol 24, No. 1,*  *pp. 38-55* |
|  |

|  |  |
| --- | --- |
|  | Do not limit your research to journal articles. Academic sources include statistic, media releases, newspaper  reports and textbooks. Academic textbooks can help with definitions and many of the issues in managing  people at work are found in a range of areas, including:  Human resource management and human resource development  Industrial relations  Organisational  behaviour  Psychology and sociology  It will be crucial for this assignment that you start researching the topic well before the deadline. It will take  time to understand the key issues and to create a sustained and coherent argument throughout the essay.  You will not be able to analyse every possible issue, so you will need to select only a few significant issues  for your discussion – this is the nature of critical analysis. |
| Guidelines for the essay | * Your essay should have a clear introduction, body and conclusion. Headings should only * be used sparingly (if at all). * Assignments should be in Arial, 11 point font, 1.5 line spacing with appropriate margins. * All students must use Harvard style referencing. * The 1500 word limit must be adhered to within the acceptable range of +  or – 10%. * All essays must cite at least six academic sources. * You must distinguish clearly between your own words and analysis and those of your sources. * You must do this by providing appropriate citations using the Harvard style referencing. * Failure to provide appropriate citations is plagiarism. See UWS academic misconduct policy. * Your list of references should include only material cited in the paper. * This is an individual assessment task – if a submitted essay is assessed as not being the work * of a single author then academic misconduct rules apply. |
|  |

Submission requirements

Due: Due: The essay is due by 9.00am on Monday, May 5 – Week 11 (via Turnitin)

All students must submit their assignments through Turnitin using the link on vUWS. Hard copies will only be required if the unit coordinator advises this prior to the deadline. Hard copies must be identical to the electronic version submitted.

Late assignments must also be submitted through Turnitin. If advised, late hard copies can be submitted to the relevant unit assignment dropbox – Building ED, Parramatta; Building 11, Campbelltown.

Marks will not be released on the vUWS gradebook unless students have submitted an electronic copy through Turnitin.