

**Guidance Notes (Revised) for Assessment Task-3
(Due date: 11:59pm on Sunday October 24th,2021)**

PLEASE READ GUIDANCE NOTES IN CONJUNCTION WITH UNIT OUTLINE & RUBRIC

Requirements for AT-3

(a) an overview of an employment relations issue common to an industry of your choice

Guidance Notes: You may consider and/or adhere to the following:

- Several companies together make an industry for example Jetstar, Tiger air, Qantas airways etc. are the companies in the Aviation Industry.
- You can choose any industry of your choice and anywhere in the world.
- Employment relation issues for example Health and safety, Hour and wage theft, work stoppages etc.
- **Two employment relation issues** must be discussed.

(b) TWO (2) examples (from news stories published since 2015) where the employment relations issue has occurred in that industry AND the HRM practices most relevant to it.

Guidance Notes: You may consider and/or adhere to the following:

- **Two (2)** examples may include **two to four** companies in an Industry and two employment relation issues
- News stories must be reliably sourced for example ABC News, 9news or *equivalent*.
- Please note that a **minimum of four and maximum of six HRM practices** must be discussed
- **References and in-text citations** from peer-reviewed journals (**published between 2015-2021**) would be required for suggested HRM practices. This will form the basis of identification of relevant HRM practices and related explanation. **For example**, Compensation and benefits is an HRM practice relevant to the issue of wage theft and entitlements.

(c) a detailed recommendation of how HRM practices could be used as a system to address the employment relations issue raised in your examples.

Guidance Notes: You may consider and/or adhere to the following:

- Recommendations must be based on your readings from peer-reviewed journals and must be tied back to HRM practices discussed in part (b). A minimum of **four and maximum of six** recommendations are needed.
- Your recommendations must be able address employment relations issue raised in your examples.

Important Notes:

- This report should be written with an introduction and conclusion section.
- A minimum of 12 and maximum of 24 academic references are needed for AT-3. These references would be used towards or writing about HRM practices and recommendations.
- Formatting requirements: non-single line spacing, page numbers and normal margin.
- Please ACCURATELY reference the academic journal publications. You will need to use the UTAS Harvard Referencing Style 2020 guide for your in-text and full reference citations.
- Word count (3000 words maximum) does not include references.