Unit Outline

MGMT3015 Industrial Relations in Asia-Pacific Region
Semester 2, 2016

Unit study package code: MGMT3015
Mode of study: Internal
Tuition pattern summary: Note: For any specific variations to this tuition pattern and for precise information refer to the Learning Activities section.
Lecture: 1 x 1 Hours Weekly
Tutorial: 1 x 2 Hours Weekly
This unit does not have a fieldwork component.

Credit Value: 25.0
Pre-requisite units: Nil
Co-requisite units: Nil
Anti-requisite units: Nil
Result type: Grade/Mark
Approved incidental fees: Information about approved incidental fees can be obtained from our website. Visit fees.curtin.edu.au/incidental_fees.cfm for details.

Unit coordinator:
Title: Mr
Name: John Taya
Phone: 08 9266 7017
Email: John.Taya@curtin.edu.au
Location: Building: 408 - Room: 3007

Teaching Staff:
Name: Barbara Mumme
Phone: Please email
Email: Barbara.Mumme@curtin.edu.au
Location: Building: 408 - Room: Please email
Name: Subha.d Parida
Phone: Please email
Email: Subhadarsini.Parida@curtin.edu.au
Location: Building: 408 - Room: Please email

Administrative contact:
Name: Claire Loh
Phone: Please email
Email: CBSMANTeachingSupport@curtin.edu.au
Location: Building: 408 - Room: Please email

Learning Management System: Blackboard (lms.curtin.edu.au)

Acknowledgement of Country
We respectfully acknowledge the Indigenous Elders, custodians, their descendants and kin of this land past and present.
Syllabus
This unit provides a comparison of the HRM and industrial relations frameworks and processes in a number of countries. There will also be a focus on the historical, social and economic aspects of each country, as well as an examination of the roles of the principle parties and the bargaining processes.

Introduction
This unit provides an overview of the industrial relations institutions and frameworks as well as the current employee relations issues and challenges facing countries within South East Asia. The unit is designed to encourage class discussion and participation to gain a greater depth of understanding of the history and contemporary setting of Industrial Relations systems, processes and issues in these countries.

Unit Learning Outcomes
All graduates of Curtin University achieve a set of nine graduate attributes during their course of study. These tell an employer that, through your studies, you have acquired discipline knowledge and a range of other skills and attributes which employers say would be useful in a professional setting. Each unit in your course addresses the graduate attributes through a clearly identified set of learning outcomes. They form a vital part in the assurance of learning process in each unit.

Your course has been designed so that on graduating we can say you will have achieved all of these learning outcomes. Through your studies, you have acquired discipline knowledge and a range of other skills and attributes which employers say would be useful in a professional setting. Each unit in your course addresses the graduate attributes through a clearly identified set of learning outcomes. They form a vital part in the assurance of learning process in each unit.

On successful completion of this unit students can:

1. Explain the industrial relations systems of a number of advanced industrialised and developing countries
2. Explain and discuss the significant global changes that have occurred since the 1980s as they affect countries in the Asia-Pacific Region
3. Identify and explain developments in industrial relations in Asia-Pacific countries
4. Apply and discuss the concepts of convergence and divergence as they apply to developments in industrial relations in the Asia-Pacific countries

Graduate Attributes addressed

<table>
<thead>
<tr>
<th>On successful completion of this unit students can:</th>
<th>Graduate Attributes addressed</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Explain the industrial relations systems of a number of advanced industrialised and developing countries</td>
<td>📚 (value the perspectives of others)</td>
</tr>
<tr>
<td>2 Explain and discuss the significant global changes that have occurred since the 1980s as they affect countries in the Asia-Pacific Region</td>
<td>⌨️ (confidence to investigate new ideas)</td>
</tr>
<tr>
<td>3 Identify and explain developments in industrial relations in Asia-Pacific countries</td>
<td>🦀 (confidence to tackle unfamiliar problems)</td>
</tr>
<tr>
<td>4 Apply and discuss the concepts of convergence and divergence as they apply to developments in industrial relations in the Asia-Pacific countries</td>
<td>📝 (confidence to plan own work)</td>
</tr>
</tbody>
</table>

Curtin's Graduate Attributes

- Apply discipline knowledge
- Thinking skills (use analytical skills to solve problems)
- Information skills (confidence to investigate new ideas)
- Communication skills
- Technology skills
- Learning how to learn (apply principles learnt to new situations)
- International perspective (value the perspectives of others)
- Cultural understanding (value the perspectives of others)
- Professional Skills (work independently and as a team)

Find out more about Curtin’s Graduate attributes at the Office of Teaching & Learning website: ctl.curtin.edu.au

Learning Activities

Through the use of dynamic team presentations, team reports and individual assignments, students will be required to demonstrate that they can apply discipline knowledge to particular problems, as embodied in the case study and group discussions of specific topics. The unit is designed to encourage critical analysis of historical and contemporary industrial relations issues faced by different countries throughout the South East Asian region.

Learning Resources
Essential texts
The required textbook(s) for this unit are:


Online resources


Other resources
Selected readings for weekly seminars are listed on the unit Blackboard site under the tab, 'Unit Materials'. While you will not have to read all the articles available for a module, it is required that you read at least 1 or 2 articles for each country you are studying. Please note that additional materials may be added to Blackboard during the course of the semester. This means that you need to refer regularly to the 'Unit Materials' tab on Blackboard. It is strongly suggested that this is the starting point for your reading for the unit. You are encouraged to source other readings through the library databases as well.

Assessment

Assessment schedule

<table>
<thead>
<tr>
<th>Task</th>
<th>Value %</th>
<th>Date Due</th>
<th>Unit Learning Outcome(s) Assessed</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Tutorial presentation and report</td>
<td>30 percent</td>
<td>Week: Beginning Week 3 Day: Tutorial Day Time: Tutorial Time</td>
<td>1,2</td>
</tr>
<tr>
<td>2 Individual report</td>
<td>40 percent</td>
<td>Week: Week 10 Day: Monday 3 October Time: 11.00pm</td>
<td>1,3,4</td>
</tr>
<tr>
<td>3 Final Examination</td>
<td>30 percent</td>
<td>Week: Exam Week Day: TBA Time: TBA</td>
<td>1,2,3</td>
</tr>
</tbody>
</table>

Detailed information on assessment tasks

1. **Assessment Task One: Group Tutorial Presentation, Debate and Report (30 marks total)**

   This item of assessment requires students in pre-determined groups to select a particular theme or contemporary issue relating to the countries selected, research that theme/issue, compare and contrast the countries in terms of the theme/issue selected, present an overview and facilitate a debate on that topic. Countries to be examined will be the country selected for the presentation week and one other country in a week that has already been studied. For example: the presentation in Week Three will be focused on China and your comparison country will be either Australia or New Zealand.

   The themes/issues selected for comparison must be related to an industrial relations issue. Examples of
themes/issues include:

- The role of unions, employer associations, or government
- The legal frameworks
- The history of industrial relations
- Trade union membership
- Collective bargaining (process, importance)
- The relationship between government and unions, or government and employers
- Employee participation
- Diversity of the labour force
- Women and the workforce
- Labour force participation rates
- Health and Safety at work
- Bonded and forced labour
- Strikes, lockouts and industrial disputes
- Job security

Any other topic relating to Industrial Relations you would like to research and has the approval of your tutor.

Please do not commence work on your presentation/facilitation until you have permission to research your chosen topic by your Lecturer. Groups must have their topics approved by their class lecturer by the end of Week 2. Groups will need to choose different themes/issues so there is a spread of topics in your tutorial groups. Teams will be formed in Week 1 and the Lecturer reserves the right to reallocate students to teams if there are uneven numbers of team members or individuals do not have access to a team.

**Tutorial Presentation/Debate Facilitation (Worth 20 Marks)**

The presentation must have a conclusion in terms of the concepts of convergence or divergence in industrial/employment relations. The presentation should be followed by the facilitation of a debate on the topic presented. This debate is to involve the entire class, led by the presenting team. The presenting team will require sound knowledge and understanding of the theme/issue being debated.

The whole presentation and debate facilitation should not exceed 30 minutes (10 minutes to present an overview of the topic and 20 minutes to facilitate a debate, provide an analysis of the issues and conclude to the presentation).

As this is a third year unit, students will be expected to demonstrate a comprehensive understanding of the topic content and possess sound, professional presentation skills. The presentation component is not to be a 'death by powerpoint' exercise, whereby an excessive number of slides are used and team members merely read the slides. No more than six slides (excluding the title slide) are to be used and students are expected to demonstrate a high level of knowledge of their subject areas. In addition the presentation, analysis and debate facilitation will be assessed according to the following criteria:

- Content competence and depth of understanding of the topic
- Relevance and application to Industrial Relations
- Demonstrated current research drawn from academic literature and reliable sources such as government reports
- Clarity of oral presentation
- Demonstrated team approach
- Ability to facilitate a class debate
- Creativeness and interest
- Use of written materials handed out in class

Students attending in class will be required to review the presentations and give feedback on the debate facilitation (peer review) anonymously and confidentially using the above guide.

The class feedback is to be completed in class at the end of each presentation/facilitation and handed back to the lecturer at the end of each presentation. The lecturer will then collate the comments and provide the feedback to the presenting teams. The assessment rubric encompasses the criteria listed above and is available on Blackboard under the 'Assessments' tab. The lecturer will assess the team presentation and performance in accordance with the rubric.
Tutorial Report (Worth 10 Marks)

Word count: approximately 2,500 words (+ or - 10%) excluding references.

A report consolidating the analysis and debate conducted in class is to be submitted one week after the tutorial presentation and debate facilitation. The report is to include not only the content of your tutorial but also the feedback from the class and your assessment of the success/challenges of the debate facilitation component.

A copy of your report is to be submitted by the lead team member to Turnitin one week after your tutorial presentation and facilitation.

The marking criteria for the report are based on:

Report format

- Grammar, spelling and paragraph structure
- Content: depth of understanding displayed
- Flow, coherency and consistency, reflecting a team approach
- Level of critical analysis
- Concluding comments: assessment of convergence and divergence
- Tutorial presentation and debate facilitation feedback and reflection on the feedback
- Use of scholarly references: quality of articles and critique of findings
- Referencing: quality and relevance of articles, quality of journal and utility of references

2. Assessment Task Two: Individual Report (Worth 40 marks)

Word count: 2,500 words (+ or - 10%)

You are to research, critically analyse and debate one of the following topics:

1. The mobility of labour in the Asia Pacific region and the consequent impact on labour markets and labour conditions in host countries. Use two different countries to exemplify your arguments.

2. The impact of multinational firms on local labour markets. Compare and contrast two different countries studied in this unit.

3. The demographic profile of countries and the impact on employment. Select two countries studied in this unit to analyse the effect of a country’s age profile on work organisation or labour markets in the context of industrial relations

4. A topic of your choice comparing and contrasting two countries studied in this unit. This topic MUST be approved by your Lecturer.

Arguments are to be supported with relevant and current case studies and/or examples. You must substantiate your arguments and support your discussion points with quality peer-reviewed academic sources (journal articles, books and book chapters), as well as research reports and policy documents, case studies and authoritative sources covering current affairs (grey literature). You must use at least 6-8 scholarly academic sources for this report (as well as grey literature sources).

The report must comply with a report format, including an executive summary (not included in the word count), introduction, appropriate headings, a conclusion and references (not included in the word count). A guide is available on Blackboard under the ‘Assessments’ tab. You DO NOT need to include Recommendations in your Report.

The report is to be submitted to Turnitin by the due date. Late penalties will apply to assignments submitted after the due day and time.

3. Examination (worth 30 marks)

The purpose of the examination is for the students to demonstrate a consolidation of their learning throughout the semester.

Details regarding the exam structure will be provided in the final lecture of the semester.
Pass requirements
To pass this unit, you must:

- Attempt all assessment items, and
- Students must achieve a Final Mark of 50 or greater to pass this unit

Fair assessment through moderation
Moderation describes a quality assurance process to ensure that assessments are appropriate to the learning outcomes, and that student work is evaluated consistently by assessors. Minimum standards for the moderation of assessment are described in the Assessment and Student Progression Manual, available from policies.curtin.edu.au/policies/teachingandlearning.cfm

Late assessment policy
This ensures that the requirements for submission of assignments and other work to be assessed are fair, transparent, equitable, and that penalties are consistently applied.

1. All assessments students are required to submit will have a due date and time specified on this Unit Outline.
2. Students will be penalised by a deduction of ten percent per calendar day for a late assessment submission (eg a mark equivalent to 10% of the total allocated for the assessment will be deducted from the marked value for every day that the assessment is late). This means that an assessment worth 20 marks will have two marks deducted per calendar day late. Hence if it was handed in three calendar days late and given a mark of 16/20, the student would receive 10/20. An assessment more than seven calendar days overdue will not be marked and will receive a mark of 0.

Assessment extension
A student unable to complete an assessment task by/on the original published date/time (eg examinations, tests) or due date/time (eg assignments) must apply for an assessment extension using the Assessment Extension form (available from the Forms page at students.curtin.edu.au/administration/) as prescribed by the Academic Registrar. It is the responsibility of the student to demonstrate and provide evidence for exceptional circumstances beyond the student’s control that prevent them from completing/submitting the assessment task.

The student will be expected to lodge the form and supporting documentation with the unit coordinator before the assessment date/time or due date/time. An application may be accepted up to five working days after the date or due date of the assessment task where the student is able to provide an acceptable explanation as to why he or she was not able to submit the application prior to the assessment date. An application for an assessment extension will not be accepted after the date of the Board of Examiners’ meeting.

Deferred assessments
If your results show that you have been granted a deferred assessment you should immediately check OASIS for details.

Deferred examinations/tests will be held from 06/02/2017 to 17/02/2017. Notification to students will be made after the Board of Examiners’ meeting via the Official Communications Channel (OCC) in OASIS.

Supplementary assessments
Supplementary assessments are not available in this unit.

Reasonable adjustments for students with disabilities/health circumstances likely to impact on studies
A Curtin Access Plan (CAP) is a document that outlines the type and level of support required by a student with a disability or health condition to have equitable access to their studies at Curtin. This support can include alternative
exam or test arrangements, study materials in accessible formats, access to Curtin’s facilities and services or other support as discussed with an advisor from Disability Services (disability.curtin.edu.au). Documentation is required from your treating Health Professional to confirm your health circumstances.

If you think you may be eligible for a CAP, please contact Disability Services. If you already have a CAP please provide it to the Unit Coordinator at the beginning of each semester.

Referencing style

The referencing style for this unit is Chicago.

More information can be found on this style from the Library web site: http://libguides.library.curtin.edu.au/referencing.

Copyright

© Curtin University. The course material for this unit is provided to you for your own research and study only. It is subject to copyright. It is a copyright infringement to make this material available on third party websites.

Academic Integrity (including plagiarism and cheating)

Any conduct by a student that is dishonest or unfair in connection with any academic work is considered to be academic misconduct. Plagiarism and cheating are serious offences that will be investigated and may result in penalties such as reduced or zero grades, annulled units or even termination from the course.

Plagiarism occurs when work or property of another person is presented as one’s own, without appropriate acknowledgement or referencing. Submitting work which has been produced by someone else (e.g. allowing or contracting another person to do the work for which you claim authorship) is also plagiarism. Submitted work is subjected to a plagiarism detection process, which may include the use of text matching systems or interviews with students to determine authorship.

Cheating includes (but is not limited to) asking or paying someone to complete an assessment task for you or any use of unauthorised materials or assistance during an examination or test.

From Semester 1, 2016, all incoming coursework students are required to complete Curtin’s Academic Integrity Program (AIP). If a student does not pass the program by the end of their first study period of enrolment at Curtin, their marks will be withheld until they pass. More information about the AIP can be found at: https://academicintegrity.curtin.edu.au/students/AIP.cfm

Refer to the Academic Integrity tab in Blackboard or academicintegrity.curtin.edu.au for more information, including student guidelines for avoiding plagiarism.

Information and Communications Technology (ICT) Expectations

Curtin students are expected to have reliable internet access in order to connect to OASIS email and learning systems such as Blackboard and Library Services.

You may also require a computer or mobile device for preparing and submitting your work.

For general ICT assistance, in the first instance please contact OASIS Student Support: oasisapps.curtin.edu.au/help/general/support.cfm

For specific assistance with any of the items listed below, please contact The Learning Centre: life.curtin.edu.au/learning-support/learning_centre.htm

- Using Blackboard, the I Drive and Back-Up files
- Introduction to PowerPoint, Word and Excel
Additional information

Enrolment

It is your responsibility to ensure that your enrolment is correct - you can check your enrolment through the eStudent option on OASIS, where you can also print an Enrolment Advice.

Student Rights and Responsibilities

It is the responsibility of every student to be aware of all relevant legislation, policies and procedures relating to their rights and responsibilities as a student. These include:

- the Student Charter
- the University's Guiding Ethical Principles
- the University's policy and statements on plagiarism and academic integrity
- copyright principles and responsibilities
- the University's policies on appropriate use of software and computer facilities

Information on all these things is available through the University's "Student Rights and Responsibilities" website at: students.curtin.edu.au/rights.

Student Equity

There are a number of factors that might disadvantage some students from participating in their studies or assessments to the best of their ability, under standard conditions. These factors may include a disability or medical condition (e.g. mental illness, chronic illness, physical or sensory disability, learning disability), significant family responsibilities, pregnancy, religious practices, living in a remote location or another reason. If you believe you may be unfairly disadvantaged on these or other grounds please contact Student Equity at eesi@curtin.edu.au or go to http://eesj.curtin.edu.au/student_equity/index.cfm for more information.

You can also contact Counselling and Disability services: http://www.disability.curtin.edu.au or the Multi-faith services: http://life.curtin.edu.au/health-and-wellbeing/about_multifaith_services.htm for further information.

It is important to note that the staff of the university may not be able to meet your needs if they are not informed of your individual circumstances so please get in touch with the appropriate service if you require assistance. For general wellbeing concerns or advice please contact Curtin’s Student Wellbeing Advisory Service at: http://life.curtin.edu.au/health-and-wellbeing/student_wellbeing_service.htm

Recent unit changes

Students are encouraged to provide unit feedback through eVALUate, Curtin’s online student feedback system. For more information about eVALUate, please refer to evaluate.curtin.edu.au/info/.

To view previous student feedback about this unit, search for the Unit Summary Report at https://evaluate.curtin.edu.au/student/unit_search.cfm. See https://evaluate.curtin.edu.au/info/dates.cfm to find out when you can eVALUate this unit.

Recent changes to this unit include:

An updated edition of the text book has been adopted. Please purchase this new text.

New requirements and guidelines for group work have been adopted.
## Program calendar

<table>
<thead>
<tr>
<th>Week</th>
<th>Begin Date</th>
<th>Session Topic</th>
<th>Reading/Text</th>
<th>Assessment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Orientation</td>
<td>25 July</td>
<td></td>
<td></td>
<td>Orientation Week</td>
</tr>
<tr>
<td>1.</td>
<td>1 August</td>
<td>Introduction The role of the ILO</td>
<td>Ch. 1 Text ILO: What is it and what does it mean?</td>
<td></td>
</tr>
<tr>
<td>2.</td>
<td>8 August</td>
<td>Australia and New Zealand</td>
<td>Ch. 5 Text Anderson 2010 Cooper 2010 Cooper &amp; Ellem 2010</td>
<td></td>
</tr>
<tr>
<td>3.</td>
<td>15 August</td>
<td>China</td>
<td>Ch. 12 Text</td>
<td>Week 3 Presentations begin</td>
</tr>
<tr>
<td>4.</td>
<td>22 August</td>
<td>South Korea</td>
<td>Ch. 11 Text Han, Jang &amp; Kim 2010</td>
<td></td>
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<tr>
<td>5.</td>
<td>29 August</td>
<td></td>
<td></td>
<td>Tuition Free Week</td>
</tr>
<tr>
<td>6.</td>
<td>5 September</td>
<td>Singapore</td>
<td>ILO 2010 Mission to Singapore</td>
<td></td>
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<tr>
<td>7.</td>
<td>12 September</td>
<td>Japan</td>
<td>Ch. 10 Text Suzuki 2010</td>
<td></td>
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<tr>
<td>8.</td>
<td>19 September</td>
<td>India</td>
<td>Ch. 13 Text Hill 2009 Sundar 2010</td>
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<tr>
<td>9.</td>
<td>26 September</td>
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<td>Tuition Free Week</td>
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<tr>
<td>10.</td>
<td>3 October</td>
<td>Malaysia</td>
<td>Montlake 2009</td>
<td>Week 10 Individual Report Due Monday 03 October 11.00pm</td>
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<tr>
<td>11.</td>
<td>10 October</td>
<td>Indonesia</td>
<td>Tjandraningsih 2012</td>
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<td></td>
<td>Date</td>
<td>Topic</td>
<td>References</td>
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<tr>
<td>12</td>
<td>17 October</td>
<td>Impact of Globalisation</td>
<td>Vos &amp; Rowley 2010</td>
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<td></td>
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<td>Royle 2010</td>
<td></td>
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<tr>
<td>13</td>
<td>24 October</td>
<td>Future Issues</td>
<td>Vos, 2010</td>
<td></td>
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<tr>
<td>14</td>
<td>31 October</td>
<td>Summary and Revision</td>
<td>Exam preparation</td>
<td></td>
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<tr>
<td>15</td>
<td>7 November</td>
<td></td>
<td>Study Week</td>
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<tr>
<td>16</td>
<td>14 November</td>
<td></td>
<td>Examinations</td>
<td></td>
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<tr>
<td>17</td>
<td>21 November</td>
<td></td>
<td>Examinations</td>
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</table>