**200300 MANAGING PEOPLE AT WORK**

**Essay Details Autumn 2021**

**Essay Question:**

How does a diversity management approach support and enable workers with a disability? In your answer, consider the link to various HR functions such as recruitment and selection, training and development, performance management and the concept of equal opportunity.

**Weight:** 40%

**Length:** 1500 words

**Type of Collaboration:** Individual

**Submission Mode:** Via Turnitin only

**Due date:** 09:00am Monday 17 May 2021 (week 12)

**Research:**

To answer this question, you will need to conduct independent research on the topic. In addition to the relevant sections in the textbook, 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 of journals and relevant articles that relate to the essay question include:**

 Bartram, T., Cavanagh, J., Meacham, H., and Pariona-Cabrera, P. (2021) ‘Re-calibrating HRM to improve the work experiences for workers with intellectual disability’, *Asia Pacific Journal of Human Resources*, vol. 59, no. 1, pp. 63-83.

 Brigden, C. (2019) ’Voice and agency: workers with a disability and trade unionism’, *Labour & Industry: a journal of the social and economic relations of work*, vol. 29,no. 1,pp118-131.

 Meacham, H., Cavanagh, J., Shaw, A. and Bartram, T. (2017) ‘HRM practices that support the employment and social inclusion of workers with an intellectual disability’, *Personnel Review*, vol. 46, no. 8. Pp 1475-1492.

Meacham, H., Cavanagh, J., Shaw, A. and Bartram, T. (2017) ‘nnovation programs at the workplace for workers with an intellectual disability: two case studies in large Australian organisations’, *Personnel Review*, vol. 46, no. 7, pp 1381-1396.

Meltzer, A., Robinson, S. and Fisher, K. R. (2020) ’Barriers to finding and maintaining open employment for people with intellectual disability in Australia’, *Social Policy and Administration: An International Journal of Policy and Research*, vol. 54, no. 1, pp 88-101.

Stafford, L., Marston, G., Chamorro-Koc, M., Beaston, A. and Drennan, J. (2017) ‘Why one size fits all approach to transition in Disability Employment Services hinders employability of young people with physical and neurological disabilities in Australia’, *Journal of Industrial Relations*, vol. 59, no. 5, pp 631-651.

Do not limit your research to journal articles. Academic sources include statistics, media releases, newspaper reports and textbooks. Academic textbooks can help with definitions and many of the issues in managing people at work:

- Human Resource Management

* Human Resource Development
* Employment Relations and Industrial Relations
* Organisational Behaviour and Critical Management Studies
* 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:**

* Your essay should have a clear introduction, body and conclusion.
* Headings are permitted but should be used sparingly.
* Assignments should be in Arial, 11-point font, 1.5 line spacing with appropriate margins.
* All students must use Harvard style referencing (WSU).
* The total 1500-word limit must be adhered to within the acceptable range of + or - 10%.
* All essays must cite **at least six academic sources** relevant to the topic.
* 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.
* Your list of references should include only material cited in the paper.
* Failure to provide appropriate citations is plagiarism. See WSU academic misconduct policy.

**Late Assessments:**

* All late assessments must be submitted through Turnitin.
* Late penalties will apply to assessments submitted after the deadline without a formal extension granted by the Unit Coordinator via either email using the Request for Extension form available on the WSU website or through an application for Special Consideration.
* Students with an AIP that require an extension must request this as per policy.

**Issues with Online Submission:**

* Students are responsible for ensuring that the correct version of the assessment is submitted by the deadline. The Unit Coordinator will not replace incorrect submissions on Turnitin.
* If a technical problem occurs with Turnitin, students should take a screenshot and send this and a copy of the assessment to the Unit Coordinator immediately to provide evidence of on-time completion.

**Feedback:**

* Marks and feedback via GradeMark will be released following a formal Quality Assurance process and announced via vUWS. It is anticipated that this will occur in STUVAC prior to the exam period.
* Essays will be marked in accordance with the Marking Criteria & Standards available in the unit Learning Guide on vUWS.
* Please note that we utilise ‘positive’ marking – in other words, all assessments start with 0/40 and marks are awarded based on the merit of the work presented.