



MMH331 – Strategic Human Resource Management - Trimester 3 2022

Assessment 1 – Professional Identity Assessment (Individual)

DUE DATE AND TIME:	Monday 28th November 2022 8:00pm (Melbourne time)
PERCENTAGE OF FINAL GRADE:	20% (50 marks, scaled to mark out of 20)
WORD COUNT:	1000 words (no +/- 10%)
HURDLE:	Completion of professional literacy module due Monday 14th November 2022 8:00pm (Melbourne time)

Description

The aim of this assessment is to develop your own individual identity as aligned to the human resource profession, and to develop your employability skills. It does so by requiring you to complete an online self-assessment through AHRI of your individual human resource capabilities as aligned to the AHRI capability framework for practitioners. When you have the results, you will need to reflect on both your HR knowledge and capabilities, your personal attributes, and what in combination these offer to those in industry that employ HR professionals.

Hurdle Requirements

Please note that to gain access to the Assessment 1 dropbox in the unit site, you must first successfully complete the professional literacy module (approximately 80 – 90 minutes). You must complete this module by Monday 14th November 2022 8:00pm (Melbourne time). You will know that your completion has been lodged when you have access to the Assessment 1 dropbox. For information on how to access the module, please go to Content, then click on Assessment Resources and see the Professional Literacy folder.

Task Requirements

This assignment has two parts:

- Part 1. Complete the online AHRI HR Capability Analysis
- Part 2. Reflective Analysis (1000 words)

Part 1. Complete online AHRI HR Capability Analysis

Part 1 requires you to complete the online Australian HR Capability Analysis, via the AHRI website (see <https://ahri.skillsgapanalysis.com>). You will need to register and then complete the online assessment (approximately 30 - 45 minutes). Once completed, you will be supplied with an individual and personalised PDF of your results and a visual graph. The capability analysis will provide an overview of your capabilities, knowledge, and behaviours, and it will compare the results against the standard for HR professions in Australia. You must include your personalised results (report and graph) from the HR Capability Analysis via AHRI website when you submit your assignment.

Part 2. Reflective Analysis (1000 words)

Once you have your individualised and personalised PDF report and graph, you will need to review the results and write a 1000-word reflective analysis outlining your current capabilities and areas for improvement. You are required to reflect on how your experiences doing a HR major at Deakin have influenced your capability results and what you might do to address the limitations – within the context of the profession and in the role, you see yourself working.

Learning Outcomes

This task allows you to demonstrate achievement towards the unit learning outcomes. The ULOs are aligned with specific graduate learning outcomes – that is, the skills and knowledge graduates are expected to have upon completion of their studies – and this assessment task is an important tool in determining achievement of those outcomes. If you do not demonstrate achievement of the unit learning outcomes, you will not be successful in this unit. It is good practice to familiarise yourself with the ULOs and GLOs as they provide guidance on the knowledge, understanding and skills you're expected to demonstrate upon completion of the unit. In this way they can be used to guide your study.

Unit Learning Outcome (ULO)	Graduate Learning Outcome (GLO)
ULO 1: Evidence their professional identity in Human Resource Management through the reflection on their HRM capability alignment.	GLO 1 GLO 6

Submission

You are to submit your assignment in the individual Assignment Dropbox on the MMH331 CloudDeakin unit site on or before the due date. Please note, to gain access to the Assessment 1 dropbox on the unit site, you must have first successfully completed the professional literacy module.

You must include your reflection and your personalized results (report and graph) from the HR Capability Analysis via AHRI website when you submit your assignment. When uploading your assignment, name your assignment document using the following example: **your student ID number_ unit codeA1**. For example: 123456789_MMH331A1.

Submitting a hard copy of this assignment is not required. You must keep a backup copy of all parts 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 and/or contract cheating. When you 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. If technological problems are encountered assistance should be sought from the IT Helpdesk, and a work request number sought in case it is needed when requesting an extension on these grounds.

Marking and feedback

The marking rubric is located on the last page. It is always a useful exercise to familiarise yourself with the criteria before completing any assessment task. Criteria act as a boundary around the task and help identify what assessors are looking for specifically in your submission. The criteria are drawn from the unit's learning outcomes ensuring they align with appropriate graduate attribute/s. Identifying the standard you aim to achieve is also a useful strategy for success and to that end, familiarising yourself with the descriptor for that standard is highly recommended. Students who submit their work by the due date will receive their marks and feedback on CloudDeakin within 15 working days from the submission date. A news item will be posted on the unit site when the marks and feedback have been published.

Extensions

Extensions will only be granted for exceptional and/or unavoidable circumstances outside the student's control. Students seeking an extension for an assignment prior to the due date need to complete the online extension form (with attached supporting evidence) located on the Assessment tab on the unit site. If you are seeking an extension once the due date has past, you must apply for special consideration via StudentConnect.

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 and 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.

Calculation of the late penalty is as follows:

- 1 day late: submitted after Monday 11:59pm and before Tuesday 11:59pm – 5% penalty.
- 2 days late: submitted after Tuesday 11:59pm and before Wednesday 11:59pm – 10% penalty.
- 3 days late: submitted after Wednesday 11:59pm and before Thursday 11:59pm – 15% penalty.
- 4 days late: submitted after Thursday 11:59pm and before Friday 11:59pm – 20% penalty.
- 5 days late: submitted after Friday 11:59pm and before Saturday 11:59pm – 25% penalty.

Dropbox closes the Saturday after 11:59pm AEDT time.

Referencing

Any material used in this assignment that is not your original work must be acknowledged as such and appropriately referenced. You must follow APA7 referencing style for this assignment. A helpful Deakin guide to APA7 can be found here:

https://www.deakin.edu.au/_data/assets/pdf_file/0009/2236752/Deakin-guide-to-APA7.pdf. You can find information about plagiarism and other study support resources at the following website: <http://www.deakin.edu.au/students/study-support>

Academic misconduct

For information about academic misconduct, special consideration, extensions, and assessment feedback, please refer to the link - ***Your rights and responsibilities as a student*** in the Unit Guide and Information folder in the Content area of the CloudDeakin unit site.

Assessment 1 Marking Rubric

Performance Levels/Criteria	N (0-14.9)	N (15-24.9)	P (25-29.9)	C (30-34.9)	D (35-39.9)	HD (40-50)
Reflection: Responding to personalised Australian HR Capability Analysis results. ULO1, GLO 1 & GLO6, (25 marks)	Reflections exhibit an unacceptable understanding of the AHRI HR Capability framework and Does not address the personalised Australian HR Capability Analysis results in relation to personal experience. (0-7.4 marks)	Reflections exhibit an inadequate understanding of the AHRI HR Capability framework and minimally addresses the personalised Australian HR Capability Analysis results in relation to personal experience. (7.5-12.4 marks)	Reflections exhibit an acceptable understanding of the AHRI HR Capability framework and satisfactorily addresses the personalised Australian HR Capability Analysis results in relation to personal experience. (12.5-14.9 marks)	Reflections exhibit a good understanding of the AHRI HR Capability framework and addresses the personalised Australian HR Capability Analysis results in relation to personal experience in an insightful way. (15-17.4 marks)	Reflections exhibit a very good understanding of the AHRI HR Capability framework and addresses the personalised Australian HR Capability Analysis results in relation to personal experience in an insight and meaningful way. (17.5-19.9 marks)	Reflections exhibit an excellent understanding of the AHRI HR Capability framework and addresses the personalised Australian HR Capability Analysis results in relation to personal experience in an exemplary manner. (20-25 marks)
Reflection: skills and experience audit, ULO1, GLO1 & GLO6, (25 marks)	Shows no ability to: highlight skills and experiences; review prior learning (past experiences inside and outside of the classroom); and linking these to the personalised Australian HR Capability Analysis results. (0-7.4 marks)	Shows little ability to: highlight skills and experiences; review prior learning (past experiences inside and outside of the classroom); and linking these to the personalised Australian HR Capability Analysis results. (7.5-12.4 marks)	Shows acceptable ability to: highlight skills and experiences; review prior learning (past experiences inside and outside of the classroom); and linking these to the personalised Australian HR Capability Analysis results. (12.5-14.9 marks)	Shows good ability to: highlight skills and experiences; review prior learning (past experiences inside and outside of the classroom); and linking these to the personalised Australian HR Capability Analysis results. (15-17.4 marks)	Shows very good ability to: highlight skills and experiences; review prior learning (past experiences inside and outside of the classroom); and linking these to the personalised Australian HR Capability Analysis results. (17.5-19.9 marks)	Shows excellent ability to: highlight skills and experiences; review prior learning (past experiences inside and outside of the classroom); and linking these to the personalised Australian HR Capability Analysis results. (20-25 marks)
Overall 50	N 0 or above	N 15 or above	P 25 or above	C 30 or above	D 35 or above	HD 40 or above

**Result will be marked out of 50 and then scaled down to a mark out of 20 as per the weighting on the task.*