

## Undergraduate HR Student

The Undergraduate HR Student Award recognises an undergraduate HR student who demonstrates excellence through submission a formal response to an essay topic focussed upon a current challenge facing the HR profession.

**Supported by Ram Charan:** Ram Charan is a world-renowned business advisor, author and speaker who has spent the past 35 years working with many top companies, CEOs, and boards of our time.

**Eligibility:** This award is open to undergraduate HR students who hold an AHRI student membership and are currently enrolled in an undergraduate program.

### ESSAY CONTEXT – THE PSYCHOLOGICAL CONTRACT

*‘In simple terms, the psychological contract encompasses the actions employees believe are expected of them and what response they expect in return from the employer.*

*Rousseau and Greter 1994, p. 386*

*The psychological contract is individual beliefs, shaped by the organization, regarding terms of an exchange agreement between the individual and their organization.*

*Rousseau 1995, p. 9*

### ESSAY TOPIC

Given the increasingly diverse workforce mix within organisations, explain the changing nature of the psychological contract and the challenges for organisations and HR in attracting, managing and retaining different segments of the workforce. e.g. gender, age, contingent workers etc.

### SUBMISSION REQUIREMENTS

<b>Submission Cover Sheet</b>	A submission cover sheet needs to be included as the first page with this essay. This has been provided as a template in your submission pack.
<b>Formatting</b>	Maximum 1.5 spacing and minimum font size of 11pt.
<b>Word Limit</b>	2500 - 3500 words.
<b>Referencing*</b>	Included references and/or a bibliography will <b>not be</b> included in your total word count.  Minimum of 5 references required
<b>Due date</b>	All submissions are to be returned by: <b>Midnight 19 June 2020.</b>
<b>Uploading your submission</b>	All submissions must be received via the uploading portal. Email submissions will not be accepted.  <a href="http://secure.ahri.com.au/AwardSubmissions">http://secure.ahri.com.au/AwardSubmissions</a>
<b>Short-listing outcomes</b>	All submissions will be assessed by end of September 2020 to determine finalists. Short-listing panels comprise of representatives from AHRI member committees, leading industry practitioners, academics and award partners.

# 2022 Instructions & Guidelines



	<p>These panels individually assess applications before meeting to discuss each application and determine short-listed finalists.</p> <p>You will be advised of the outcome of your submission late September 2020.</p> <p>The winner will be announced at the AHRI Awards 2020 Gala Dinner (late November)</p>
--	---

# 2022 Instructions & Guidelines



## ESSAY STRUCTURE

While it is accepted that there will be some variation in the structure of the body of the essay, it is expected that your essay will adhere to the following format:

- Introduction – background / context, rationale, scope, statement of position
- Body – reasons for your position and supporting evidence
- Conclusion

The above items should not appear as actual headings in the essay. The essay should demonstrate a clear position, recognise the complexity of the issues being considered, and should be supported with relevant academic references.

### **\*Referencing: (minimum of 5 references required)**

The reference list will not be included in the word count for this application.

There is an expectation that your essay will include references from reputable documents to support your paper by drawing on academic literature such as the Asia Pacific Journal of Human Resources. In addition you can use other relevant publications such as HR Monthly, HR Magazine, Management Quarterly, HR Focus and industry or government research papers.