



# BUS 815

## Behaviour in Organisations

S1 Day 2016

*Dept of Marketing and Management*

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## General Information

Unit convenor and teaching staff

Lecturer and Unit Convenor

Ekaterina Todarello

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Mondays 12-1pm

Moderator

Erik Lundmark

[erik.lundmark@mq.edu.au](mailto:erik.lundmark@mq.edu.au)

Credit points

4

Prerequisites

BUS651 or MKTG696

Corequisites

Co-badged status

Unit description

This unit aims to significantly enhance student knowledge of the ways people behave in organisations and the skills required to effectively manage them. The body of knowledge is developed from the systematic study of individual, team and organisational characteristics for the purpose of helping organisations succeed. Topics addressed include individual differences, motivation, group dynamics, organisational politics, leadership, and organisational culture.

## Important Academic Dates

Information about important academic dates including deadlines for withdrawing from units are available at <https://www.mq.edu.au/study/calendar-of-dates>

## Learning Outcomes

On successful completion of this unit, you will be able to:

To be able to explain and apply organisational behaviour theory relating to areas such as personality, perception, motivation, and group dynamics.

To be able to analyse organisational phenomena through various theoretical lenses and be able to extract practical implications from such analysis.

To be able to analyse organisational behaviour based on independent literature review and synthesis.

To be able to work collaboratively in groups and be able to provide support to, learn from and with peers.

## General Assessment Information

Task	Weight	Due Date	Linked Learning Outcomes	Linked Graduate Capabilities	Brief Description
Group assignment	30%	Ongoing	1,2,3,4	1,2,3	Case study group presentations (15%)  Case study individually written reports (15%)
Essay	30%	Week 8	2,3	1,2,3	2000 words plus extensive annotated bibliography
Final exam	40%	Exam period	1,2	1,2	Examination

Graduate capabilities:

1. Discipline specific knowledge and skills -- Linked to learning outcome 1, 2 and 3
2. Critical, analytical and integrative thinking -- Linked to learning outcome 1, 2 and 3
3. Problem solving and research capability -- Linked to learning outcome 2, 3 and 4

### DETAILED ASSESSMENT INFORMATION

#### Group Assignment

Due: Throughout the semester

Weighting: 30%

The group assignment (30%) consists of a group presentation (15%) and individually written reports (15%) on the assigned group case study. Using one of the four organisational frames groups will provide and present analysis of the case study. Individual reports of 500 words plus references will contribute to the group's investigation by providing brief analysis of the case study through a different frame of their choice.

The case studies and assessment criteria for individual reports and group presentations will be uploaded on iLearn. The written assignments are to be submitted through Turnitin on iLearn and the group presentations are to be conducted in Weeks 9 to 12.

**Note on extensions and late assignments.** No extensions will be granted. Late tasks will be accepted up to 72 hours after the submission deadline. There will be a deduction of 10% of the

total available marks made from the total awarded mark for each 24 hour period or part thereof that the submission is late (for example, 25 hours late in submission – 20% penalty). This penalty does not apply for cases in which an application for Disruption of Studies is made and approved.

**This assessment task relates to the following learning outcomes:**

To be able to explain and apply organisational behaviour theory relating to areas such as personality, perception, motivation, and group dynamics.

To be able to analyse organisational phenomena through various theoretical lenses and be able to extract practical implications from such analysis.

To be able to analyse organisational behaviour based on independent literature review and synthesis.

To be able to work collaboratively in groups and be able to provide support to, learn from and with peers.

**Essay**

Due: Week 8, 3 October, 1pm

Weighting: 30%

An essay requires the systematic investigation of a topic and the development of a written argument. Essays assess cognitive and research skills. Essays are expected to develop coherent arguments, be founded on thorough research, and provide insight into the topic area.

The essay should be about 2000 words. In addition the essay needs to draw on relevant research and the sources that the essay draws upon should be presented in an annotated bibliography (not counted towards the word cap). The essay is to be submitted through Turnitin on iLearn.

**Note on extensions and late assignments.** No extensions will be granted. Late tasks will be accepted up to 72 hours after the submission deadline. There will be a deduction of 10% of the total available marks made from the total awarded mark for each 24 hour period or part thereof that the submission is late (for example, 25 hours late in submission – 20% penalty). This penalty does not apply for cases in which an application for Disruption of Studies is made and approved.

**This assessment Task relates to the following learning outcomes:**

To be able to analyse organisational phenomena through various theoretical lenses and be able to extract practical implications from such analysis.

To be able to analyse organisational behaviour based on independent literature review and synthesis.

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- To be able to analyse organisational phenomena through various theoretical lenses and be able to extract practical implications from such analysis.

- To be able to analyse organisational behaviour based on independent literature review and synthesis.

## Final Exam

Due: Examination Period

Weighting: 40%

A final examination is designed to assess a student's body of knowledge and critical thinking skills. Examinations consist of questions requiring written responses. These questions may be in multiple choice formats, short answer or require short essay responses.

**Absence from the final examination:** Students who are unable to attend the Final Examination should apply for Disruption to Studies in advance of the exam date.

This assessment task relates to the following learning outcomes: To be able to explain and apply organisational behaviour theory relating to areas such as personality, perception, motivation, and group dynamics. To be able to analyse organisational phenomena through various theoretical lenses and be able to extract practical implications from such analysis.

### **This Assessment Task relates to the following Learning Outcomes:**

- To be able to explain and apply organisational behaviour theory relating to areas such as personality, perception, motivation, and group dynamics.
- To be able to analyse organisational phenomena through various theoretical lenses and be able to extract practical implications from such analysis.

## Assessment Tasks

Name	Weighting	Due
<u>Group assignment</u>	30%	Ongoing
<u>Essay</u>	30%	Week 8
<u>Final exam</u>	40%	Exam period

### Group assignment

Due: **Ongoing**

Weighting: **30%**

Case study group presentations (15%)

Case study individual written reports (15%)

On successful completion you will be able to:

- To be able to explain and apply organisational behaviour theory relating to areas such as personality, perception, motivation, and group dynamics.
- To be able to analyse organisational phenomena through various theoretical lenses and be able to extract practical implications from such analysis.
- To be able to analyse organisational behaviour based on independent literature review and synthesis.
- To be able to work collaboratively in groups and be able to provide support to, learn from and with peers.

## Essay

Due: **Week 8**

Weighting: **30%**

2000 words plus extensive annotated bibliography

On successful completion you will be able to:

- To be able to analyse organisational phenomena through various theoretical lenses and be able to extract practical implications from such analysis.
- To be able to analyse organisational behaviour based on independent literature review and synthesis.

## Final exam

Due: **Exam period**

Weighting: **40%**

Examination

On successful completion you will be able to:

- To be able to explain and apply organisational behaviour theory relating to areas such as personality, perception, motivation, and group dynamics.
- To be able to analyse organisational phenomena through various theoretical lenses and be able to extract practical implications from such analysis.

## Delivery and Resources

- Classes are held each week of semester unless the class falls on a public holiday. Each class is 3 hours, including lectures and tutorial activities.
- The timetable for classes can be found on the University web site at: <https://timetables.mq.edu.au>.
- Students are expected to read prescribed text chapters before lectures, attend lectures,

join in discussions and complete all assessments. Reflection is crucial to integrating unit material. Therefore active participation in discussions and exercises is of utmost importance not only to the participating student but to the whole class.

- This unit requires individual and group work throughout the semester. Students should attend lectures and tutorials. Attendance will be taken. A Doctor's certificate should be produced for all cases of non-attendance.
- To pass this course, students need to achieve an overall grade of 50%

**Required and Recommended Texts and/or Materials Prescribed texts:**

- Bolman, L.G. & Deal, T.E. (2013). Reframing Organizations - Artistry, Choice and Leadership (5th Ed). San Francisco, CA: Jossey-Bass. ISBN 978-1-448-55738-9

OR

- Bolman, L.G. & Deal, T.E. (2008). Reframing Organizations - Artistry, Choice and Leadership (4th Ed). San Francisco, CA: Jossey-Bass. ISBN 978-0-7879-8798-5.

Additional mandatory readings will be made available via iLearn.

**Technology used and required**

- This unit requires access to standard information and communication technologies such as a personal computer and internet access.
- Students are required to familiarise themselves with iLearn (<https://ilearn.mq.edu.au/login/MQ/>). iLearn will be used to post course material, announcements, student grades and as a means of communication between staff members and students.
- Students are expected to check their university email account and contact the teaching staff through it. Gmail, Hotmail and other personal email accounts are often blocked through the university's spam filter; communicating through those risks that your query will not be answered.
- Lecture slides, assessment details and other useful material will be made available from iLearn. If you have difficulties logging on to iLearn, please contact the university's technical support staff. Do not contact the lecturer or the tutors as they will not be able to help you with technical queries.
- You are expected to save and/or print copies of the lecture slides and bring them along to the lectures. No printouts will be given by the lecturer.
- You are expected to save and/or print the worksheets and other material necessary for each tutorial. No printouts will be given by the lecturer or the tutors.
- All important announcements will be made on iLearn and you are expected to view the announcements page of the course website at least once per week

## Policies and Procedures

Macquarie University policies and procedures are accessible from [Policy Central](#). Students should be aware of the following policies in particular with regard to Learning and Teaching:

Academic Honesty Policy [http://mq.edu.au/policy/docs/academic\\_honesty/policy.html](http://mq.edu.au/policy/docs/academic_honesty/policy.html)

**New Assessment Policy in effect from Session 2 2016** [http://mq.edu.au/policy/docs/assessment/policy\\_2016.html](http://mq.edu.au/policy/docs/assessment/policy_2016.html). For more information visit [http://students.mq.edu.au/events/2016/07/19/new\\_assessment\\_policy\\_in\\_place\\_from\\_session\\_2/](http://students.mq.edu.au/events/2016/07/19/new_assessment_policy_in_place_from_session_2/)

Assessment Policy prior to Session 2 2016 <http://mq.edu.au/policy/docs/assessment/policy.html>

Grading Policy prior to Session 2 2016 <http://mq.edu.au/policy/docs/grading/policy.html>

Grade Appeal Policy <http://mq.edu.au/policy/docs/gradeappeal/policy.html>

Complaint Management Procedure for Students and Members of the Public [http://www.mq.edu.au/policy/docs/complaint\\_management/procedure.html](http://www.mq.edu.au/policy/docs/complaint_management/procedure.html)

Disruption to Studies Policy [http://www.mq.edu.au/policy/docs/disruption\\_studies/policy.html](http://www.mq.edu.au/policy/docs/disruption_studies/policy.html) *The Disruption to Studies Policy is effective from March 3 2014 and replaces the Special Consideration Policy.*

In addition, a number of other policies can be found in the [Learning and Teaching Category](#) of Policy Central.

## Student Code of Conduct

Macquarie University students have a responsibility to be familiar with the Student Code of Conduct: [https://students.mq.edu.au/support/student\\_conduct/](https://students.mq.edu.au/support/student_conduct/)

## Results

Results shown in *iLearn*, or released directly by your Unit Convenor, are not confirmed as they are subject to final approval by the University. Once approved, final results will be sent to your student email address and will be made available in [eStudent](#). For more information visit [ask.mq.edu.au](http://ask.mq.edu.au).

## Student Support

Macquarie University provides a range of support services for students. For details, visit <http://students.mq.edu.au/support/>

## Learning Skills

Learning Skills ([mq.edu.au/learningskills](http://mq.edu.au/learningskills)) provides academic writing resources and study strategies to improve your marks and take control of your study.

- [Workshops](#)
- [StudyWise](#)
- [Academic Integrity Module for Students](#)



- [Ask a Learning Adviser](#)

## Student Services and Support

Students with a disability are encouraged to contact the [Disability Service](#) who can provide appropriate help with any issues that arise during their studies.

## Student Enquiries

For all student enquiries, visit Student Connect at [ask.mq.edu.au](http://ask.mq.edu.au)

## IT Help

For help with University computer systems and technology, visit [http://www.mq.edu.au/about\\_us/offices\\_and\\_units/information\\_technology/help/](http://www.mq.edu.au/about_us/offices_and_units/information_technology/help/).

When using the University's IT, you must adhere to the [Acceptable Use of IT Resources Policy](#). The policy applies to all who connect to the MQ network including students.

## Graduate Capabilities

### PG - Discipline Knowledge and Skills

Our postgraduates will be able to demonstrate a significantly enhanced depth and breadth of knowledge, scholarly understanding, and specific subject content knowledge in their chosen fields.

This graduate capability is supported by:

### Learning outcomes

- To be able to explain and apply organisational behaviour theory relating to areas such as personality, perception, motivation, and group dynamics.
- To be able to analyse organisational phenomena through various theoretical lenses and be able to extract practical implications from such analysis.
- To be able to analyse organisational behaviour based on independent literature review and synthesis.

### Assessment tasks

- Group assignment
- Essay
- Final exam

### PG - Critical, Analytical and Integrative Thinking

Our postgraduates will be capable of utilising and reflecting on prior knowledge and experience, of applying higher level critical thinking skills, and of integrating and synthesising learning and knowledge from a range of sources and environments. A characteristic of this form of thinking is

the generation of new, professionally oriented knowledge through personal or group-based critique of practice and theory.

This graduate capability is supported by:

### **Learning outcomes**

- To be able to explain and apply organisational behaviour theory relating to areas such as personality, perception, motivation, and group dynamics.
- To be able to analyse organisational phenomena through various theoretical lenses and be able to extract practical implications from such analysis.
- To be able to analyse organisational behaviour based on independent literature review and synthesis.

### **Assessment tasks**

- Group assignment
- Essay
- Final exam

## **PG - Research and Problem Solving Capability**

Our postgraduates will be capable of systematic enquiry; able to use research skills to create new knowledge that can be applied to real world issues, or contribute to a field of study or practice to enhance society. They will be capable of creative questioning, problem finding and problem solving.

This graduate capability is supported by:

### **Learning outcomes**

- To be able to analyse organisational phenomena through various theoretical lenses and be able to extract practical implications from such analysis.
- To be able to analyse organisational behaviour based on independent literature review and synthesis.
- To be able to work collaboratively in groups and be able to provide support to, learn from and with peers.

### **Assessment tasks**

- Group assignment
- Essay

## **Changes from Previous Offering**

Group assignment was restructured to accommodate group and individual components of the group assignment.