



# MGMT8015

## Behaviour in Organisations

Session 2, Special circumstance 2020

*Department of Management*

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#### Disclaimer

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#### Notice

As part of [Phase 3 of our return to campus plan](#), most units will now run tutorials, seminars and other small group learning activities on campus for the second half-year, while keeping an online version available for those students unable to return or those who choose to continue their studies online.

To check the availability of face-to-face and online activities for your unit, please go to [timetable viewer](#). To check detailed information on unit assessments visit your unit's iLearn space or consult your unit convenor.

## General Information

Unit convenor and teaching staff

Unit Convenor

Jun Gu

[jun.gu@mq.edu.au](mailto:jun.gu@mq.edu.au)

Credit points

10

Prerequisites

BUS651 or MGMT6051 or MKTG696 or MKTG6096

Corequisites

Co-badged status

Unit description

In an increasingly globalised and competitive business environment, an organisation's people can be a valuable source of sustained competitive advantage. However, this is largely determined by the manner in which people are managed and led. This unit aims to enhance student knowledge of the ways people behave in organisations and the skills required to effectively manage them. Organisations constantly face issues involving motivation, performance, and teamwork making leadership and organisational behaviour skills important for managers and non-managers alike.

This unit is about people in organisations, focusing on how management and leadership practices affect the attitudes, motivation, behaviour, and performance of employees and teams. Unit content is derived mostly from contemporary theory, research, and practice in the organisational behaviour and management disciplines. Students will be encouraged to use unit material to be self-aware and mindful about how they lead and interact with others, and to adopt an ethic of continuous self-improvement in their leadership, teamwork, and interpersonal skills.

## 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:

**ULO1:** Analyse workplace issues and behaviours using classical and contemporary OB

theory.

**ULO2:** Prescribe appropriate solutions to issues related to managing people in organisations.

**ULO3:** Synthesise information from appropriate sources to explain OB related issues and justify arguments.

**ULO4:** Deliver effective and constructive feedback to peers.

## General Assessment Information

### Late Assessment Policy:

Late assessment submissions must be submitted through the appropriate submission link in [iLearn](#). No extensions will be granted unless an application for [Special Consideration](#) is made and approved. 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. Late submissions will not be accepted after solutions have been discussed and/or made available.

*Note: applications for [Special Consideration Policy](#) must be made within 5 (five) business days of the due date and time.*

## Assessment Tasks

Name	Weighting	Hurdle	Due
<a href="#">Case Study Analysis</a>	20%	No	Week 7
<a href="#">Online Exam</a>	20%	No	Week 7
<a href="#">Group Project (Group Report and Individual feedback and reflection exercise).</a>	60%	No	Weeks 10, 11, and 13

## Case Study Analysis

Assessment Type <sup>1</sup>: Case study/analysis

Indicative Time on Task <sup>2</sup>: 10 hours

Due: **Week 7**

Weighting: **20%**

Students will be given a short case and will be asked to analyse it based on concepts covered during the session. The case together with specific questions will be made available on iLearn one week before the deadline. The Case Study has a word length of 1,000 words.

On successful completion you will be able to:

- Analyse workplace issues and behaviours using classical and contemporary OB theory.

## Online Exam

Assessment Type <sup>1</sup>: Examination

Indicative Time on Task <sup>2</sup>: 10 hours

Due: **Week 7**

Weighting: **20%**

The online exam will consist of multiple choice questions based on the content discussed during the session. Students need to answer 50 questions (randomly allocated to each student out of a question bank)

On successful completion you will be able to:

- Analyse workplace issues and behaviours using classical and contemporary OB theory.

## Group Project (Group Report and Individual feedback and reflection exercise).

Assessment Type <sup>1</sup>: Project

Indicative Time on Task <sup>2</sup>: 30 hours

Due: **Weeks 10, 11, and 13**

Weighting: **60%**

Part 1 - Collective deliverable group report (worth 30%): In groups, (depending on cohort numbers) students will write a 3,000 word report about an existing organisation of their choice. Students are expected to identify and critically analyse an issue or problem the organization has faced or is currently facing using OB concepts and theories.

Part 2 - Individual deliverable feedback exercise and reflection (worth 30%): Giving constructive feedback is critical element of work life and yet many of us struggle to deliver it. In weeks 10, 11, and 12 students will be asked to write a written feedback piece to deliver to each of their team members. Students will also write a 500 word reflection paper.

On successful completion you will be able to:

- Analyse workplace issues and behaviours using classical and contemporary OB theory.
- Prescribe appropriate solutions to issues related to managing people in organisations.
- Synthesise information from appropriate sources to explain OB related issues and justify arguments.
- Deliver effective and constructive feedback to peers.

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<sup>1</sup> If you need help with your assignment, please contact:

- the academic teaching staff in your unit for guidance in understanding or completing this type of assessment

- the [Writing Centre](#) for academic skills support.

<sup>2</sup> Indicative time-on-task is an estimate of the time required for completion of the assessment task and is subject to individual variation

## Delivery and Resources

Required text	Organisational behavior: Improving performance and commitment in the workplace. 6th ed. By Jason Colquitt, Jeffrey LePine, and Michael Wesson (ISBN: 9781260092301).  Students have the option of purchasing a hard copy or e-copy of the text.
Unit web page	The web page for this unit can be found at: <a href="https://ilearn.mq.edu.au/login/">https://ilearn.mq.edu.au/login/</a>
Technology Used and Required	Students are required to have access to a personal computer and familiarise themselves with iLearn ( <a href="https://ilearn.mq.edu.au/login/">https://ilearn.mq.edu.au/login/</a> ).  iLearn will be used to post lecture slides, assessment details, student grades and as a means of communication between staff members and students.
Delivery Format and Other Details	<ul style="list-style-type: none"><li>• Number and length of classes: Each class is <b>3 hours long</b>, including lecture and seminar activities. Classes may vary due to public holiday(s).</li><li>• The timetable for classes can be found on the University web site at: <a href="http://www.timetables.mq.edu.au/">http://www.timetables.mq.edu.au/</a></li></ul>
Recommended readings	Recommended readings are provided via the links on the <a href="#">iLearn</a> Unit page
Inherent Requirements	None

## Unit Schedule

Please see iLearn.

## Policies and Procedures

Macquarie University policies and procedures are accessible from [Policy Central](https://staff.mq.edu.au/work/strategy-planning-and-governance/university-policies-and-procedures/policy-central) (<https://staff.mq.edu.au/work/strategy-planning-and-governance/university-policies-and-procedures/policy-central>). Students should be aware of the following policies in particular with regard to Learning and Teaching:

- [Academic Appeals Policy](#)
- [Academic Integrity Policy](#)
- [Academic Progression Policy](#)
- [Assessment Policy](#)
- [Fitness to Practice Procedure](#)
- [Grade Appeal Policy](#)
- [Complaint Management Procedure for Students and Members of the Public](#)

- [Special Consideration Policy](#) (**Note:** The Special Consideration Policy is effective from 4 December 2017 and replaces the Disruption to Studies Policy.)

Students seeking more policy resources can visit the [Student Policy Gateway](https://students.mq.edu.au/support/study/student-policy-gateway) (<https://students.mq.edu.au/support/study/student-policy-gateway>). It is your one-stop-shop for the key policies you need to know about throughout your undergraduate student journey.

If you would like to see all the policies relevant to Learning and Teaching visit [Policy Central](http://staff.mq.edu.au/work/strategy-planning-and-governance/university-policies-and-procedures/policy-central) (<http://staff.mq.edu.au/work/strategy-planning-and-governance/university-policies-and-procedures/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/study/getting-started/student-conduct>

## Results

Results published on platform other than [eStudent](#), (eg. iLearn, Coursera etc.) 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) or if you are a Global MBA student contact [globalmba.support@mq.edu.au](mailto:globalmba.support@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 help you improve your marks and take control of your study.

- [Getting help with your assignment](#)
- [Workshops](#)
- [StudyWise](#)
- [Academic Integrity Module](#)

The Library provides online and face to face support to help you find and use relevant information resources.

- [Subject and Research Guides](#)
- [Ask a Librarian](#)

## 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](https://ask.mq.edu.au)

If you are a Global MBA student contact [globalmba.support@mq.edu.au](mailto:globalmba.support@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.