



MGMT6008

Managing People

Session 2, Special circumstance 2020

Department of Management

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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 Dr Edward Wray-Bliss edward.wray-bliss@mq.edu.au
Credit points 10
Prerequisites Admission to MMgmt or MEngMgt
Corequisites
Co-badged status
Unit description How people think and feel greatly affects their behaviour in organisations. This unit engages students to explore and critically examine insights about human behaviours at work to better manage people and to improve organisational performance. Students will consider ethical frameworks when making decisions.

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: Identify and describe models of contemporary organisation behaviour (OB) and management theory.

ULO2: Apply organisational behaviour concepts and theories to understand and provide solutions to organisational issues.

ULO3: Apply strategies that facilitate effective team decision-making, communication, and performance.

ULO4: Employ ethical frameworks to analyse management decisions.

General Assessment Information

Late Assessments must also be submitted through Turnitin. No extensions will be granted. There will be a **deduction of 20%** 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 incurs a 40% penalty). Late submissions will be accepted up to 96 hours after the due date and time.

This penalty does not apply for cases in which an application for Special Consideration is made and approved. 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
<u>Online Quiz/Test</u>	20%	No	Week 5
<u>Case Analysis</u>	20%	No	Week 9
<u>Group & Individual Project</u>	60%	No	Week 12

Online Quiz/Test

Assessment Type ¹: Quiz/Test

Indicative Time on Task ²: 15 hours

Due: **Week 5**

Weighting: **20%**

An online quiz, administered via iLearn, will be held during the session.

On successful completion you will be able to:

- Identify and describe models of contemporary organisation behaviour (OB) and management theory.
- Apply organisational behaviour concepts and theories to understand and provide solutions to organisational issues.
- Employ ethical frameworks to analyse management decisions.

Case Analysis

Assessment Type ¹: Case study/analysis

Indicative Time on Task ²: 15 hours

Due: **Week 9**

Weighting: **20%**

Students will be given a case and will be asked to analyse it based on concepts and ethical

frameworks covered in class.

On successful completion you will be able to:

- Identify and describe models of contemporary organisation behaviour (OB) and management theory.
- Apply organisational behaviour concepts and theories to understand and provide solutions to organisational issues.
- Employ ethical frameworks to analyse management decisions.

Group & Individual Project

Assessment Type ¹: Project

Indicative Time on Task ²: 40 hours

Due: **Week 12**

Weighting: **60%**

Part 1 - Collective deliverable group report (worth 30%): In groups, (depending on cohort numbers) students will write a report about an existing organisation of their choice. The project aims to help students a) apply concepts from the course to a real world example and b) practice and improve teamwork, research, communication skills. 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 8 and 9 students will be asked to write and deliver feedback online to each of their team members. The purpose of the assessment is to give students an opportunity to hone their skills in giving and receiving feedback.

On successful completion you will be able to:

- Apply organisational behaviour concepts and theories to understand and provide solutions to organisational issues.
- Apply strategies that facilitate effective team decision-making, communication, and performance.
- Employ ethical frameworks to analyse management decisions.

¹ 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.

² 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: https://ilearn.mq.edu.au/login/
Technology Used and Required	Students are required to have access to a personal computer and familiarise themselves with iLearn (https://ilearn.mq.edu.au/login/). 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	The timetable for classes can be found on the University web site at: http://www.timetables.mq.edu.au/
Recommended readings	Recommended readings are provided via the links on the iLearn 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/unitguides/mgmt6008/managing-people/) (<https://students.mq.edu.au/unitguides/mgmt6008/managing-people/>)

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 or if you are a Global MBA student contact 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) 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

If you are a Global MBA student contact 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/.

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.