



MMBA8070

Managing People

Term 1, Fully online/virtual 2021

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 activities on campus, and most will keep an online version available to those students unable to return or those who choose to continue their studies online.

To check the availability of face-to-face 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 Raymond Trau raymond.trau@mq.edu.au
Credit points 10
Prerequisites (Admission to MBA or PGDipMgt or GradDipMgt or GradCertMgt or MSusDev or MSocEntre) or (admission to MAppFin or MAppFin(Adv) and (AFCP801 or AFCP8001))
Corequisites
Co-badged status
Unit description Organisational Behaviour (OB) is a multi-disciplinary field that uses insights from psychology, anthropology, philosophy and sociology to study human behaviour in organisational settings. In this unit, students critically examine insights into human behaviour to better manage and improve organisational performance and capability, with an emphasis on ethical management and a global mindset. The unit covers the micro, meso and macro perspectives of OB as well as contemporary issues in OB.

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 theories and frameworks and research findings in Organisational Behaviour (OB).
- ULO2:** Critically reflect on and practically apply contingent perspectives of OB theoretical frameworks in exploring organisational problems and phenomena.
- ULO3:** Communicate from a range of perspectives to influence others, both as an individual and as a team.

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.

(Presentations)

Students who are absent for the oral presentation will score **zero** for this assessment task.

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
OB – Theory and Practice	20%	No	Week 5
OB – Analysis and Presentation	50%	No	To be assigned
OB – Reflection	30%	No	Week 10

OB – Theory and Practice

Assessment Type ¹: Reflective Writing

Indicative Time on Task ²: 10 hours

Due: **Week 5**

Weighting: **20%**

This assessment focuses on early unit content. Students will write 1,500 words on OB theories and how they believe they have been knowingly and/or unknowingly impacted.

On successful completion you will be able to:

- Identify and describe theories and frameworks and research findings in Organisational Behaviour (OB).

OB – Analysis and Presentation

Assessment Type ¹: Qualitative analysis task

Indicative Time on Task ²: 30 hours

Due: **To be assigned**

Weighting: **50%**

Students will use their knowledge of OB theory and frameworks in the context of a current issue. A set of questions that relate to topics and/or key themes need to be addressed. Whilst students work in a group, parts of this task are assessed individually. Each student will make an oral presentation as part of a group, of up to 25 minutes per group. This will form a group mark of 20%. The remaining 30% of the marks will be derived from the individual written submission.

On successful completion you will be able to:

- Identify and describe theories and frameworks and research findings in Organisational Behaviour (OB).
- Critically reflect on and practically apply contingent perspectives of OB theoretical frameworks in exploring organisational problems and phenomena.
- Communicate from a range of perspectives to influence others, both as an individual and as a team.

OB – Reflection

Assessment Type ¹: Reflective Writing

Indicative Time on Task ²: 15 hours

Due: **Week 10**

Weighting: **30%**

This task requires the students to look back on both their first reflective piece and their experiences. Students will submit up to 2,000 words on specified topics and/or issues. Due at the end of the unit.

On successful completion you will be able to:

- Critically reflect on and practically apply contingent perspectives of OB theoretical frameworks in exploring organisational problems and phenomena.
- Communicate from a range of perspectives to influence others, both as an individual and as a team.

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 Textbook	McShane, S. Olekalns, M., Newman, A. & Martin, A. (2019). <i>Organisational Behaviour: Emerging Knowledge. Global Insights (6E ed.)</i> . Sydney: McGraw-Hill. ISBN: 9781760421649
Unit Web Page	The web page for this unit can be found at: https://ilearn.mq.edu.au/login/
Technology Used and Required	<p>Students are required to have access to a personal computer and familiarise themselves with iLearn (https://ilearn.mq.edu.au/login/).</p> <p>iLearn will be used to post lecture slides, assessment details, student grades and as a means of communication between staff members and students.</p> <p>Weekly classes are conducted via Zoom and hence students need to have a copy of Zoom in their computer and also reliable internet access.</p>
Delivery Format and Other Details	<p>Number and length of classes: 10 x 2.5-hour seminar classes over 10 weeks unless indicated otherwise in the lecture schedule. Classes may vary due to public holiday(s).</p> <p>The timetable for classes can be found on the University web site at: http://www.timetables.mq.edu.au/</p>
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 \(https://policies.mq.edu.au\)](https://policies.mq.edu.au). 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](#)

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

To find other policies relating to Teaching and Learning, visit [Policy Central \(https://policies.mq.edu.au\)](https://policies.mq.edu.au) and use the [search tool](#).

Student Code of Conduct

Macquarie University students have a responsibility to be familiar with the Student Code of Conduct: <https://students.mq.edu.au/admin/other-resources/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.