



MGMT8015

Behaviour in Organisations

Session 1, Special circumstances 2021

Department of Management

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Disclaimer

Macquarie University has taken all reasonable measures to ensure the information in this publication is accurate and up-to-date. However, the information may change or become out-dated as a result of change in University policies, procedures or rules. The University reserves the right to make changes to any information in this publication without notice. Users of this publication are advised to check the website version of this publication [or the relevant faculty or department] before acting on any information in this publication.

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

Patrick Garcia

patrick.garcia@mq.edu.au

Credit points

10

Prerequisites

BUS651 or MGMT6051 or MKTG696 or MKTG6096

Corequisites

Co-badged status

The unit is co-badged with MGMT7015

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 |
|---|-----------|--------|---------------------|
| Case Study Analysis | 20% | No | Week 6 |
| Online Exam | 20% | No | Week 7 |
| Group Project (Group Report and Individual feedback and reflection exercise). | 60% | No | Weeks 10, 11 and 13 |

Case Study Analysis

Assessment Type ¹: Case study/analysis

Indicative Time on Task ²: 10 hours

Due: **Week 6**

Weighting: **20%**

This assessment is worth 20% in total. It is a 1,000 word individual case study analysis.

On successful completion you will be able to:

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

Online Exam

Assessment Type ¹: Examination

Indicative Time on Task ²: 10 hours

Due: **Week 7**

Weighting: **20%**

This assessment is worth 20% in total. It is a 50 question individual quiz.

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 ¹: Project

Indicative Time on Task ²: 30 hours

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

Weighting: **60%**

This assessment has three components worth 60% in total. The first component is a 3,000 word group report worth 30%. The second is an individual peer evaluation of 200-300 words per group member worth 20%. The final component is a 500 word individual reflective journal worth 10%.

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.

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

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|--|---|
| Required text | Organisational behavior: Improving performance and commitment in the workplace. 7th 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 | <ul style="list-style-type: none">• Number and length of classes: Each class is 3 hours long, including lecture and seminar activities. Classes may vary due to public holiday(s).• 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 \(https://policies.mq.edu.au\)](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.

Changes since First Published

| Date | Description |
|------------|---------------------------|
| 06/01/2021 | Textbook edition updated. |