MMBA8070
Managing People
Term 1, In person/Online-scheduled-weekday, North Ryde 2022
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

<table>
<thead>
<tr>
<th>Unit convenor and teaching staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unit Convenor</td>
</tr>
<tr>
<td>Alison Pullen</td>
</tr>
<tr>
<td><a href="mailto:alison.pullen@mq.edu.au">alison.pullen@mq.edu.au</a></td>
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</tbody>
</table>

| Credit points | 10 |

<table>
<thead>
<tr>
<th>Prerequisites</th>
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</thead>
<tbody>
<tr>
<td>(Admission to MBA or PGDipMgt or GradDipMgt or GradCertMgt or MSusDev or MSocEnte) or (admission to MAppFin or MAppFin(Adv) and (AFCP801 or AFCP8001))</td>
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<tr>
<th>Corequisites</th>
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<tr>
<th>Co-badged status</th>
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<table>
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<tr>
<th>Unit description</th>
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<tbody>
<tr>
<td>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.</td>
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# 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](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 evaluate 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 submissions of assessments Unless a Special Consideration request has been submitted and approved, no extensions will be granted. There will be a deduction of 10% of the total available assessment-task marks made from the total awarded mark for each 24-hour period or part thereof that the submission is late. Late submissions will only be accepted up to 96 hours after the due date and time.

No late submissions will be accepted for timed assessments – e.g., quizzes, online tests.

Table 1: Penalty calculation based on submission time

<table>
<thead>
<tr>
<th>Submission time after the due date (including weekends)</th>
<th>Penalty (% of available assessment task mark)</th>
<th>Example: for a non-timed assessment task marked out of 30</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt; 24 hours</td>
<td>10%</td>
<td>10% x 30 marks = 3-mark deduction</td>
</tr>
<tr>
<td>24-48 hours</td>
<td>20%</td>
<td>20% x 30 marks = 6-mark deduction</td>
</tr>
<tr>
<td>48-72 hours</td>
<td>30%</td>
<td>30% x 30 marks = 9-mark deduction</td>
</tr>
<tr>
<td>72-96 hours</td>
<td>40%</td>
<td>40% x 30 marks = 12-mark deduction</td>
</tr>
<tr>
<td>&gt; 96 hours</td>
<td>100%</td>
<td>Assignment won’t be accepted</td>
</tr>
</tbody>
</table>

Special Consideration To request an extension on the due date/time for a timed or non-timed assessment task, you must submit a Special Consideration application. An application for Special Consideration does not guarantee approval.

The approved extension date for a student becomes the new due date for that student. The late submission penalties above then apply as of the new due date.

Assessment Tasks

<table>
<thead>
<tr>
<th>Name</th>
<th>Weighting</th>
<th>Hurdle</th>
<th>Due</th>
</tr>
</thead>
<tbody>
<tr>
<td>OB – Theory and Practice</td>
<td>30%</td>
<td>No</td>
<td>Week 5</td>
</tr>
<tr>
<td>OB – Analysis and Presentation</td>
<td>30%</td>
<td>No</td>
<td>Weeks 6 to 10</td>
</tr>
<tr>
<td>OB – Reflection</td>
<td>40%</td>
<td>No</td>
<td>Week 10</td>
</tr>
</tbody>
</table>

OB – Theory and Practice

Assessment Type ¹: Reflective Writing
Indicative Time on Task ²: 15 hours
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 by these in their own practice.

On successful completion you will be able to:

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

**OB – Analysis and Presentation**

Assessment Type: Qualitative analysis task
Indicative Time on Task: 20 hours
Due: Weeks 6 to 10
Weighting: 30%

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. Students will work in a group. 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 30%.

On successful completion you will be able to:

- Identify and evaluate 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: Reflective Writing
Indicative Time on Task: 20 hours
Due: Week 10
Weighting: 40%
This task requires the students to look back on both their first reflective piece and their experiences in the unit as a whole. 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 Learning Skills Unit 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

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>Unit Web Page</td>
<td>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></td>
</tr>
<tr>
<td>Technology Used and Required</td>
<td>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.</td>
</tr>
<tr>
<td>Delivery Format and Other Details</td>
<td>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></td>
</tr>
<tr>
<td>Recommended readings</td>
<td>Recommended readings are provided via Leganto on the iLearn Unit page</td>
</tr>
<tr>
<td>Inherent Requirements</td>
<td>None</td>
</tr>
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Unit Schedule

Please see iLearn.
Policies and Procedures

Macquarie University policies and procedures are accessible from Policy Central (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). 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) 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/

The Writing Centre

The Writing Centre provides resources to develop your English language proficiency, academic writing, and communication skills.

- Getting help with your assignment
- Workshops
- Chat with a WriteWISE peer writing leader
Unit guide MMBA8070 Managing People

- Access StudyWISE
- Upload an assignment to Studiosity
- Complete the 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 Enquiry Service
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

Equity 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.

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.