



MMBA8070

Managing People

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

Department of Management

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General Information

Unit convenor and teaching staff

Unit Convenor

Alison Pullen

alison.pullen@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 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

Submission time after the due date (including weekends)	Penalty (% of available assessment task mark)	Example: for a non-timed assessment task marked out of 30
< 24 hours	10%	10% x 30 marks = 3-mark deduction
24-48 hours	20%	20% x 30 marks = 6-mark deduction
48-72 hours	30%	30% x 30 marks = 9-mark deduction
72-96 hours	40%	40% x 30 marks = 12-mark deduction
> 96 hours	100%	Assignment won't be accepted

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

Name	Weighting	Hurdle	Due
OB – Theory and Practice	30%	No	Week 5
OB – Analysis and Presentation	30%	No	Weeks 6 to 10
OB – Reflection	40%	No	Week 10

OB – Theory and Practice

Assessment Type ¹: Reflective Writing

Indicative Time on Task ²: 15 hours

Due: **Week 5**

Weighting: **30%**

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 ¹: Qualitative analysis task

Indicative Time on Task ²: 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 ¹: Reflective Writing

Indicative Time on Task ²: 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 [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	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 Leganto 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](#)
- [Assessment Procedure](#)
- [Complaints Resolution 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

Academic Integrity

At Macquarie, we believe [academic integrity](#) – honesty, respect, trust, responsibility, fairness and courage – is at the core of learning, teaching and research. We recognise that meeting the expectations required to complete your assessments can be challenging. So, we offer you a range of resources and services to help you reach your potential, including free [online writing and maths support](#), [academic skills development](#) and [wellbeing consultations](#).

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.

- [Workshops](#)
- [Chat with a WriteWISE peer writing leader](#)
- [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 Services and Support

Macquarie University offers a range of [Student Support Services](#) including:

- [IT Support](#)
- [Accessibility and disability support](#) with study
- Mental health [support](#)
- [Safety support](#) to respond to bullying, harassment, sexual harassment and sexual assault
- [Social support including information about finances, tenancy and legal issues](#)

Student Enquiries

Got a question? Ask us via [AskMQ](#), or contact [Service Connect](#).

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.