MGMT8015

Behaviour in Organisations

Session 2, Online-scheduled-weekday 2022

Department of Management

Contents

General Information

Unit convenor and teaching staff
Unit Convenor
Hector Viveros Tapia
hector.viveros@mq.edu.au

Credit points
10

Prerequisites
BUS651 or MGMT6051 or MKTG696 or MKTG6096

Corequisites

Co-badged status
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 Submission Penalty (written assessments)

Unless a Special Consideration request has been submitted and approved, a 5% penalty (of the total possible mark) will be applied each day a written assessment is not submitted, up until the 7th day (including weekends). After the 7th day, a grade of '0' will be awarded even if the assessment is submitted. Submission time for all written assessments is set at 11.55pm. A 1-hour grace period is provided to students who experience a technical concern.

For any late submissions of time-sensitive tasks, such as scheduled tests/exams, performance assessments/presentations, and/or scheduled practical assessments/labs, students need to submit an application for Special Consideration.

Assessment Tasks

Name	Weighting	Hurdle	Due
Case Study Analysis	20%	No	Week 7
Online Exam	20%	No	Week 7
Group Project (Group Report, Feedback Exercise,and Reflection Paper)	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 7**
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.

- Prescribe appropriate solutions to issues related to managing people in organisations.

- Synthesise information from appropriate sources to explain OB related issues and justify arguments.

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 exam.

On successful completion you will be able to:

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

Group Project (Group Report, Feedback Exercise, and Reflection Paper)

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 a written feedback piece of 200-300 words per group member to be delivered during an oral feedback session with team members worth 20%. The final component is a 500 word individual reflection paper 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

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	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). 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). 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

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.