



HRMT11010 Organisational Behaviour

Term 1 - 2017

Profile information current as at 27/04/2024 12:28 am

All details in this unit profile for HRMT11010 have been officially approved by CQUniversity and represent a learning partnership between the University and you (our student). The information will not be changed unless absolutely necessary and any change will be clearly indicated by an approved correction included in the profile.

General Information

Overview

Organisational behaviour is the study of human behaviour at work. The complexity of human behaviour means that this inter-disciplinary field of study draws upon the literature from psychology, sociology, anthropology and political science. In particular, we look at theories and the research base from the social sciences that inform the way in which individual level factors (e.g. personality, attitudes, emotion and motivation), team level factors (e.g. leadership and group dynamics) and organisational factors (e.g. structure and culture) combine to explain behaviour. Behaviour at work plays a critical role in explaining organisational outcomes such as productivity, innovation and absenteeism.

Details

Career Level: *Undergraduate*

Unit Level: *Level 1*

Credit Points: 6

Student Contribution Band: 10

Fraction of Full-Time Student Load: 0.125

Pre-requisites or Co-requisites

There are no requisites for this unit.

Important note: Students enrolled in a subsequent unit who failed their pre-requisite unit, should drop the subsequent unit before the census date or within 10 working days of Fail grade notification. Students who do not drop the unit in this timeframe cannot later drop the unit without academic and financial liability. See details in the [Assessment Policy and Procedure \(Higher Education Coursework\)](#).

Offerings For Term 1 - 2017

- Brisbane
- Bundaberg
- Cairns
- Distance
- Gladstone
- Mackay
- Melbourne
- Perth
- Rockhampton
- Sydney
- Townsville

Attendance Requirements

All on-campus students are expected to attend scheduled classes – in some units, these classes are identified as a mandatory (pass/fail) component and attendance is compulsory. International students, on a student visa, must maintain a full time study load and meet both attendance and academic progress requirements in each study period (satisfactory attendance for International students is defined as maintaining at least an 80% attendance record).

Website

[This unit has a website, within the Moodle system, which is available two weeks before the start of term. It is important that you visit your Moodle site throughout the term. Please visit Moodle for more information.](#)

Class and Assessment Overview

Recommended Student Time Commitment

Each 6-credit Undergraduate unit at CQUniversity requires an overall time commitment of an average of 12.5 hours of study per week, making a total of 150 hours for the unit.

Class Timetable

Regional Campuses

Bundaberg, Cairns, Emerald, Gladstone, Mackay, Rockhampton, Townsville

Metropolitan Campuses

Adelaide, Brisbane, Melbourne, Perth, Sydney

Assessment Overview

1. Online Quiz(zes)

Weighting: 20%

2. Written Assessment

Weighting: 30%

3. Examination

Weighting: 50%

Assessment Grading

This is a graded unit: your overall grade will be calculated from the marks or grades for each assessment task, based on the relative weightings shown in the table above. You must obtain an overall mark for the unit of at least 50%, or an overall grade of 'pass' in order to pass the unit. If any 'pass/fail' tasks are shown in the table above they must also be completed successfully ('pass' grade). You must also meet any minimum mark requirements specified for a particular assessment task, as detailed in the 'assessment task' section (note that in some instances, the minimum mark for a task may be greater than 50%). Consult the [University's Grades and Results Policy](#) for more details of interim results and final grades.

CQUniversity Policies

All University policies are available on the [CQUniversity Policy site](#).

You may wish to view these policies:

- Grades and Results Policy
- Assessment Policy and Procedure (Higher Education Coursework)
- Review of Grade Procedure
- Student Academic Integrity Policy and Procedure
- Monitoring Academic Progress (MAP) Policy and Procedure – Domestic Students
- Monitoring Academic Progress (MAP) Policy and Procedure – International Students
- Student Refund and Credit Balance Policy and Procedure
- Student Feedback – Compliments and Complaints Policy and Procedure
- Information and Communications Technology Acceptable Use Policy and Procedure

This list is not an exhaustive list of all University policies. The full list of University policies are available on the [CQUniversity Policy site](#).

Previous Student Feedback

Feedback, Recommendations and Responses

Every unit is reviewed for enhancement each year. At the most recent review, the following staff and student feedback items were identified and recommendations were made.

Feedback from Course evaluation

Feedback

Students appreciated due date reminders for assessment 1.

Recommendation

This practice will be retained.

Action

This practice was retained.

Feedback from Course evaluation

Feedback

Students liked to choose from a variety of essay topics with different due dates.

Recommendation

This assessment will be retained.

Action

The assessment was retained.

Unit Learning Outcomes

On successful completion of this unit, you will be able to:

1. Evaluate a number of theories that explain human behaviour
2. Critically appraise the inter-relationship between individual, team and organisational systems
3. Apply organisational behaviour concepts in tutorials.

Alignment of Learning Outcomes, Assessment and Graduate Attributes



Alignment of Assessment Tasks to Learning Outcomes

Assessment Tasks	Learning Outcomes		
	1	2	3
1 - Online Quiz(zes) - 20%	•	•	•
2 - Written Assessment - 30%	•	•	•
3 - Examination - 50%	•	•	•

Alignment of Graduate Attributes to Learning Outcomes

Graduate Attributes	Learning Outcomes		
	1	2	3
1 - Communication	•	•	•
2 - Problem Solving	•	•	•
3 - Critical Thinking	•	•	•
4 - Information Literacy	•	•	•
5 - Team Work	•	•	•
6 - Information Technology Competence	•	•	•
7 - Cross Cultural Competence	•	•	•
8 - Ethical practice	•	•	•
9 - Social Innovation			
10 - Aboriginal and Torres Strait Islander Cultures			

Alignment of Assessment Tasks to Graduate Attributes

Assessment Tasks	Graduate Attributes									
	1	2	3	4	5	6	7	8	9	10
1 - Online Quiz(zes) - 20%		•	•			•	•	•		
2 - Written Assessment - 30%	•	•	•	•		•				
3 - Examination - 50%	•	•	•					•		

Textbooks and Resources

Textbooks

HRMT11010

Prescribed

Organisational Behaviour

Edition: 8th (2016)

Authors: Robbins, S; Judge, T; Millett, B., & Boyle, M.

Pearson

Frenchs Forest , NSW , Australia

ISBN: 9781488689727

Binding: Paperback

Additional Textbook Information

There are 3 options for you to consider. The University recommends you download an e-book direct from the Publisher.

Option 1: MyManagementLab* with eText (access code only)

Title: Organisational Behaviour MyManagementLab with eText (8th edition)

Authors: Robbins, Judge, Millett & Boyle

ISBN: 9781488609343

Available as an online purchase via:<http://www.pearson.com.au/9781488609343>

\$75.00

* MyManagementLab allows you to access e-resources such as case studies and sample questions.

Option 2: Downloadable eBook only

Title: Organisational Behaviour(VitalSourceText) (8th edition)

Authors: Robbins, Judge, Millett & Boyle

ISBN:9781488609374

Available as an online purchase via: <http://www.pearson.com.au/9781488609374>

\$50.00

Option 3: Print textbook with MyManagementLab & eText

Value Pack: Organisational Behaviour + MyManagement Lab with eText (8e)

Authors: Robbins, Judge, Millett & Boyle (8th edition)

ISBN 9781488689727

Published 28/10/2016

Available from CQUni Bookshop

RRP: \$156.95

[View textbooks at the CQUniversity Bookshop](#)

IT Resources

You will need access to the following IT resources:

- CQUniversity Student Email
- Internet
- Unit Website (Moodle)

Referencing Style

All submissions for this unit must use the referencing style: [American Psychological Association 6th Edition \(APA 6th edition\)](#)

For further information, see the Assessment Tasks.

Teaching Contacts

Lee Di Milia Unit Coordinator

v.dimilia@cqu.edu.au

Schedule

Week 1 - 06 Mar 2017

Module/Topic	Chapter	Events and Submissions/Topic
What is organisational behaviour?	Chapter 1, Robbins, Judge, Millett and Boyle	Assessment Item 1 - Online quiz: Due from week 2 to week 8. The due date and time for each quiz is shown in Assessment task 1 - Online quiz. Assessment 2 - Written submission: Choose one essay topic only. Due from week 6 to week 10 depending on the essay you chose. The due date and time for your chosen essay is shown in Assessment task 2 - Written Assessment.

Week 2 - 13 Mar 2017

Module/Topic	Chapter	Events and Submissions/Topic
Diversity in organisations	Chapter 2, Robbins, Judge, Millett and Boyle	Assessment item 1: Test 1 closes.

Week 3 - 20 Mar 2017

Module/Topic	Chapter	Events and Submissions/Topic
Attitudes & job satisfaction; Personality & values	Chapters 3 & 4, Robbins, Judge, Millett and Boyle	Assessment item 1: Test 2 closes.

Week 4 - 27 Mar 2017

Module/Topic	Chapter	Events and Submissions/Topic
Emotions & moods	Chapter 5, Robbins, Judge, Millett and Boyle	Assessment item 1: Test 3 closes. Assessment item 2: Essay choice closes March 27 at 9 am (AEST).

Week 5 - 03 Apr 2017

Module/Topic	Chapter	Events and Submissions/Topic
Perception & individual decision making; Motivation	Chapters 6 & 7, Robbins, Judge, Millett and Boyle	Assessment item 1: Test 4 closes.

Vacation Week - 10 Apr 2017

Module/Topic	Chapter	Events and Submissions/Topic

Week 6 - 17 Apr 2017

Module/Topic	Chapter	Events and Submissions/Topic
Foundations of group behaviour	Chapter 8, Robbins, Judge, Millett and Boyle	Assessment item 1: Test 5 closes. Assessment 2: Topic 1 is due.

Week 7 - 24 Apr 2017

Module/Topic	Chapter	Events and Submissions/Topic
Communication	Chapter 10, Robbins, Judge, Millett and Boyle	Assessment item 1: Test 6 closes. Assessment 2: Topic 2 is due

Week 8 - 01 May 2017

Module/Topic	Chapter	Events and Submissions/Topic
Leadership	Chapter 11, Robbins, Judge, Millett and Boyle	Assessment item 1: Test 7 closes. Assessment 2: Topic 3 is due.

Week 9 - 08 May 2017

Module/Topic	Chapter	Events and Submissions/Topic
Power & politics	Chapter 12, Robbins, Judge, Millett and Boyle	Assessment 2: Topic 4 is due.

Week 10 - 15 May 2017

Module/Topic	Chapter	Events and Submissions/Topic
Conflict & negotiation	Chapter 13, Robbins, Judge, Millett and Boyle	Assessment 2: Topic 5 is due.

Week 11 - 22 May 2017

Module/Topic	Chapter	Events and Submissions/Topic
Organisational structure	Chapter 14, Robbins, Judge, Millett and Boyle	

Week 12 - 29 May 2017

Module/Topic	Chapter	Events and Submissions/Topic
Organisational culture	Chapter 15, Robbins, Judge, Millett and Boyle	

Review/Exam Week - 05 Jun 2017

Module/Topic	Chapter	Events and Submissions/Topic

Exam Week - 12 Jun 2017

Module/Topic	Chapter	Events and Submissions/Topic

Assessment Tasks

1 Chapter Tests

Assessment Type

Online Quiz(zes)

Task Description

This assessment comprises of seven online tests. Only the best five scores are used to determine your overall result for assessment 1. Each test is based on a chapter from the textbook. The tests can be accessed from the "Assessment block" or from the weekly schedule.

All tests are available from 9 am (AEST) on the 6th March and can be completed at any time. The table below shows the date and time when each test will close. Once a test closes it cannot be reopened for any reason.

Test	Content	Test Closure
1	Chapter 1	16 March at 4.00 pm
2	Chapter 2	23 March at 4.00 pm
3	Chapter 3	30 March at 4.00 pm
4	Chapter 4	6 April at 4.00 pm
5	Chapter 5	20 April at 4.00 pm
6	Chapter 6	27 April at 1.00 pm
7	Chapter 7	4 May at 1.00 pm

Number of Quizzes

7

Frequency of Quizzes

Other

Assessment Due Date

See details in 'Task Description'

Return Date to Students

Score is shown when the test closes.

Weighting

20%

Assessment Criteria

Each test has 10 questions and each correct answer earns you one point. The test must be completed and the answer registered on the system within 20 minutes. Please time yourself carefully because going over time may result in a zero score.

This assessment comprises of seven online tests. Only your best five scores will be used to determine your overall result.

Referencing Style

- [American Psychological Association 6th Edition \(APA 6th edition\)](#)

Submission

Online

Learning Outcomes Assessed

- Evaluate a number of theories that explain human behaviour
- Critically appraise the inter-relationship between individual, team and organisational systems
- Apply organisational behaviour concepts in tutorials.

Graduate Attributes

- Problem Solving
- Critical Thinking
- Information Technology Competence
- Cross Cultural Competence
- Ethical practice

2 Essay

Assessment Type

Written Assessment

Task Description

You need to select one essay topic from the five options available. There is a limit on how many students can select each topic so please make your choice early. It may be possible to switch to a different topic before 9.00 am on the 27th March provided the other topic is not full. Students that do not choose a topic will be assigned a topic and no changes can be made.

Assessment Task 2 requires you to develop sound academic writing skills by writing an essay. You should also familiarise yourself with the 'Academic Learning Centre - Academic Communication' unit for additional support materials (you can access the ALC from the SUPPORT block on the unit website). You are required to apply this learning to the critical evaluation of a topic and find supporting evidence for your answer.

To view and choose the essay topics, click on "Topics for assessment 2" link under the assessment tab, or from the weekly schedule - see the "Assessment row."

The **due date** for each essay topic can be found in the table below; **do not rely on the due date shown in Moodle for Assessment 2.**

Please note that because you have flexibility in choosing an essay that fits your interests and other assignment requirements, this unit typically will not allow assignment extensions.

When you upload your assignment, it will be processed by Turn-It-in, and you will have access to a 'similarity index' report. At this point, you may make any changes, and re-upload your assignment. When you are happy with your submission, click 'Send for Marking'. If you do not click 'Send for Marking', an uploaded draft submission will be treated as a final submission when assignments are collected for marking. Your submitted assignment will produce a Turn-It-in Similarity Report for your assignment marker to. More information about Turn-It-in is available on Moodle.

Essay topic	Chapter alignment	Due date
1	Chapter 3	Due 19 April at 4.00 pm
2	Chapter 4	Due 26 April at 4.00 pm
3	Chapter 6	Due 3 May at 4.00 pm
4	Chapter 7	Due 10 May at 4.00 pm
5	Chapter 8	Due 17 May at 4.00 pm

Assessment Due Date

See details in 'Task Description'

Return Date to Students

We will make every attempt to get your assignments back within two weeks of the submission date.

Weighting

30%

Assessment Criteria

An essay should be more than just 'descriptive' - a good essay argues a case, it demonstrates that you have critically thought about the question and have recognised there are different views on the issue. A good essay is one that uses evidence to support its position. The evidence is in the form of thinking about the data reported in the literature. In answering the topic:

- Please use a minimum of five academic sources. These can be textbooks and/or peer reviewed journal articles. Magazine or newspaper articles, and general material from the web are not acceptable. Details on peer-reviewed journals can be found on the Assessment 2 FAQ link.
- Try to paraphrase from your sources, rather than use long direct quotes.
- Reference ideas in your essay using APA referencing style.

The essay will be marked against the following criteria:

Content

Depth of knowledge and critical analysis of the topic (25%)

Awareness and application of relevant theory and/or models in response to the topic question (25%)

Appropriateness of response to topic question (20%)

Relevant and accurate use of the literature (15%)

Presentation

Essay has clear introduction, body and conclusion. Clarity of expression/grammar and correct spelling using Australian English (5%)

Referencing conforms to APA style (5%)

Appropriate word length relevant to the topic: 1500 ± 10% words (5%)

Please note that the essay is marked out of 100 and then is scaled back to a mark out of 30%.

Referencing Style

- [American Psychological Association 6th Edition \(APA 6th edition\)](#)

Submission

Online

Learning Outcomes Assessed

- Evaluate a number of theories that explain human behaviour
- Critically appraise the inter-relationship between individual, team and organisational systems
- Apply organisational behaviour concepts in tutorials.

Graduate Attributes

- Communication
- Problem Solving
- Critical Thinking
- Information Literacy
- Information Technology Competence

Examination**Outline**

Complete an invigilated examination.

Date

During the examination period at a CQUniversity examination centre.

Weighting

50%

Length

180 minutes

Exam Conditions

Closed Book.

Materials

No calculators permitted

Dictionary - non-electronic, concise, direct translation only (dictionary must not contain any notes or comments).

Academic Integrity Statement

As a CQUniversity student you are expected to act honestly in all aspects of your academic work.

Any assessable work undertaken or submitted for review or assessment must be your own work. Assessable work is any type of work you do to meet the assessment requirements in the unit, including draft work submitted for review and feedback and final work to be assessed.

When you use the ideas, words or data of others in your assessment, you must thoroughly and clearly acknowledge the source of this information by using the correct referencing style for your unit. Using others' work without proper acknowledgement may be considered a form of intellectual dishonesty.

Participating honestly, respectfully, responsibly, and fairly in your university study ensures the CQUniversity qualification you earn will be valued as a true indication of your individual academic achievement and will continue to receive the respect and recognition it deserves.

As a student, you are responsible for reading and following CQUniversity's policies, including the [Student Academic Integrity Policy and Procedure](#). This policy sets out CQUniversity's expectations of you to act with integrity, examples of academic integrity breaches to avoid, the processes used to address alleged breaches of academic integrity, and potential penalties.

What is a breach of academic integrity?

A breach of academic integrity includes but is not limited to plagiarism, self-plagiarism, collusion, cheating, contract cheating, and academic misconduct. The Student Academic Integrity Policy and Procedure defines what these terms mean and gives examples.

Why is academic integrity important?

A breach of academic integrity may result in one or more penalties, including suspension or even expulsion from the University. It can also have negative implications for student visas and future enrolment at CQUniversity or elsewhere. Students who engage in contract cheating also risk being blackmailed by contract cheating services.

Where can I get assistance?

For academic advice and guidance, the [Academic Learning Centre \(ALC\)](#) can support you in becoming confident in completing assessments with integrity and of high standard.

What can you do to act with integrity?



Be Honest

If your assessment task is done by someone else, it would be dishonest of you to claim it as your own



Seek Help

If you are not sure about how to cite or reference in essays, reports etc, then seek help from your lecturer, the library or the Academic Learning Centre (ALC)



Produce Original Work

Originality comes from your ability to read widely, think critically, and apply your gained knowledge to address a question or problem