



HRMT11010 Organisational Behaviour

Term 3 - 2017

Profile information current as at 14/12/2025 04:09 pm

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 3 - 2017

- Brisbane
- Distance
- Melbourne
- Sydney

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 Unit evaluation.

Feedback

Improve the quality of essay feedback.

Recommendation

The Unit Coordinator will work with my teaching team to address this issue.

Feedback from Unit evaluation.

Feedback

Provide additional information to clarify essay question.

Recommendation

The teaching team will review this comment.

Feedback from Unit evaluation.

Feedback

This is a well-structured unit.

Recommendation

The unit layout will be 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 (2017)

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

Pearson Australia

Melbourne , Victoria , Australia

ISBN: 9781488609329

Binding: Paperback

Additional Textbook Information

****Note:** As part of a small CQUniversity etextbook pilot project being conducted in Term 3, an electronic copy of the prescribed textbook will be provided through the unit's Moodle at no cost to enrolled students. More details are available on the unit's Moodle site** If preferred, you can still purchase a paper copy from the CQUni Bookshop here: <http://bookshop.cqu.edu.au/> The paper copy includes access to MyManagementLab, but you can purchase an access code directly from Pearson's website, if you have a second hand copy.

[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

Jan Lewis Unit Coordinator

m.lewis@cqu.edu.au

Schedule

Week 1 - 06 Nov 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 3 to week 9. The due quizzes are all due for completion usually on Mondays at 10AM AEST and are shown in Assessment task 1 - Online quiz. Please note that all times are AEST so please adjust if you are on daylight savings time.
Assessment 2 - Written submission: Choose one case study only. Due from week 6 to week 9 depending on the case study you chose. The case study are usually due on Mondays at 10AM as shown in Assessment task 2 - Written Assessment.

Week 2 - 13 Nov 2017

Module/Topic	Chapter	Events and Submissions/Topic
Diversity in organisations	Chapter 2, Robbins, Judge, Millett and Boyle	

Week 3 - 20 Nov 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 1 closes.

Week 4 - 27 Nov 2017

Module/Topic	Chapter	Events and Submissions/Topic
Emotions & moods	Chapter 5, Robbins, Judge, Millett and Boyle	Assessment item 1: Test 2 closes.

Vacation Week - 04 Dec 2017

Module/Topic	Chapter	Events and Submissions/Topic
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Week 5 - 11 Dec 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 3 closes.

Week 6 - 18 Dec 2017

Module/Topic	Chapter	Events and Submissions/Topic
Foundations of group behaviour	Chapter 8, Robbins, Judge, Millett and Boyle	Assessment item 1: Test 4 closes. Assessment 2: Case Study 1 is due

Week 7 - 01 Jan 2018

Module/Topic	Chapter	Events and Submissions/Topic
Communication	Chapter 10, Robbins, Judge, Millett and Boyle	Assessment item 1: Test 5 closes on Tuesday at 10AM. Please note that Monday 1/1/2018 is a public holiday in Australia.. Assessment 2: Case Study 2 is due on Tuesday at 10AM. Please note that Monday 1/1/2018 is a public holiday in Australia.

Week 8 - 08 Jan 2018

Module/Topic	Chapter	Events and Submissions/Topic
Leadership	Chapter 11, Robbins, Judge, Millett and Boyle	Assessment item 1: Test 6 closes. Assessment 2: Case Study 3 is due.

Week 9 - 15 Jan 2018

Module/Topic	Chapter	Events and Submissions/Topic
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Power & politics	Chapter 12, Robbins, Judge, Millett and Boyle	Assessment item 1: Test 7 closes. Assessment 2: Case Study 4 is due
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Week 10 - 22 Jan 2018

Module/Topic	Chapter	Events and Submissions/Topic
Conflict & negotiation	Chapter 13, Robbins, Judge, Millett and Boyle	

Week 11 - 29 Jan 2018

Module/Topic	Chapter	Events and Submissions/Topic
Foundations of organisational structure	Chapter 14, Robbins, Judge, Millett and Boyle	

Week 12 - 05 Feb 2018

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

Review/Exam Week - 12 Feb 2018

Module/Topic	Chapter	Events and Submissions/Topic
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Exam Week - 12 Feb 2018

Module/Topic	Chapter	Events and Submissions/Topic
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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 November 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	Monday 20th November at 10AM AEST
2	Chapter 2	Monday 27th November at 10AM AEST
3	Chapter 3	Monday 11th December at 10AM AEST
4	Chapter 4	Monday 18th December at 10AM AEST
5	Chapter 5	Tuesday 2nd January, 2018 at 10AM AEST
6	Chapter 6	Monday 8th January, 2018 at 10AM AEST
7	Chapter 7	Monday 15th January, 2018 at 10AM AEST

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 quiz has 10 questions and each correct answer earns you one point. At the end of the final quiz, your results will be scaled to a score out of 20.

The quiz 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 has seven online quizzes but only the best five scores will contribute to your result. Therefore, there is no need to do all of the tests. The 'extra' quizzes are there in case you did not do so well in some quizzes and wish to increase your overall score and in case you missed an earlier quiz for any reason.

Referencing Style

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

Submission

Online

Submission Instructions

Access and complete the quizzes through the Unit Moodle website.

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 Business case study

Assessment Type

Written Assessment

Task Description

You need to select **one** case study from the four options available. There is a limit on how many students can select each case study so please make your choice early. It may be possible to switch to a different case study before the closing date provided the other case study is not full. Students that do not choose a case study will be assigned a topic by 9AM on 20th November and no changes can be made.

You can see the essay topics from the 6th November at 9AM AEST by clicking on the "Assessment 2" link on the website; or, from the Assessment row in the weekly schedule.

Assessment Task 2 requires you to develop sound academic writing skills. 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).

The **due date** for each case study 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 a case study that fits your interests and other assignment requirements, **this unit typically will not allow assignment extensions.**

When you upload your assignment it will be in 'draft' mode so that it can be processed by Turn-It-In (TII). TII will provide you with a 'similarity index' report within about 30 minutes. Based on this report you may decide to make any changes to your assignment. Your marker will review the similarity index report to determine the originality of your work.

When you are happy with your submission you must click 'Send for Marking' so that the assignment can be marked. If you do not formally submit your assignment, the draft submission will be treated as your final submission on the due date. More information about TII is available on Moodle.

Essay topic	Chapter alignment	Due date
1	Chapter 4	Due Monday 18th December at 10AM AEST
2	Chapter 5	Due Tuesday 2nd January, 2018 at 10AM AEST
3	Chapter 10	Due Monday 8th January, 2018 at 10AM AEST

4	Chapter 13	Due Monday 15th January, 2018 at 10AM AEST
Full details of this assessment can be found on the Unit Moodle website.		

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

A case study presents an account of what happened to a business. It chronicles the events that managers had to deal with, and charts the managers' response, which usually involves changing the business or corporate-level strategy. Case studies provide you with experience of organizational problems that you probably have not had the opportunity to experience firsthand. The theory and concepts help reveal what is going on in the companies studied and allow you to evaluate the solutions that specific companies adopted to deal with their problems. The case study write-up, allows you to analyse and discuss the nature of the problems through the analysis of theories covered in this unit. In the case study write-up, present your solutions and recommendations. Be comprehensive, and make sure they are in line with the previous analysis so that the recommendations fit together and move logically from one to the next.

The evidence is in the form of thinking about the data reported in the literature. In answering the topic:

- Please use a minimum of eight academic sources. These can be textbooks and/or peer reviewed journal articles. However, 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.
- Use your sources then paraphrase, or write in your own words, 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 case study questions (35%)

Appropriateness of response to case study questions (10%)

Relevant and accurate use of the literature (15%)

Presentation:

Report 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%)

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

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