HRMT11010 *Organisational Behaviour*
Term 3 - 2018

Profile information current as at 18/04/2024 05:05 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 this unit you will examine 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. You will learn about the role of workplace behaviour and its critical role in 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 - 2018

- 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 Staff and student feedback

Feedback
The Unit is well-structured.

Recommendation
The structure of the Unit will be retained.

Feedback from Staff and student feedback

Feedback
More information should be provided on the assessment.

Recommendation
Within reason, students will be provided with all relevant information regarding the assessment.

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 the study of organisational behaviour to work practices and arrangements in organisations.

Alignment of Learning Outcomes, Assessment and Graduate Attributes

— N/A Level | ∘ Introductory Level | • Intermediate Level | • Graduate Level | ∘ Professional Level | ∘ Advanced Level

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	•	•	•

Graduate Attributes	Learning Outcomes		
	1	2	3
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: 8 (2016)
Authors: Stephen Robbins, Timothy Judge, Bruce Millett, Maree Boyle
Pearson
ISBN: 9781488609343
Binding: Other

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 e-text (access code only)
Title: Organisational Behaviour MyManagementLab with eText (8th edition)
Authors: Robbins, S. P., Judge, T. A., Millett, B. & Boyle, M.
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 (VitalSource e-text) (8th edition)
Authors: Robbins, S. P., Judge, T. A., Millett, B. & Boyle, M.
ISBN:9781488609374
Available as an online purchase via: http://www.pearson.com.au/9781488609374
$50.00
Option 3: Print textbook with MyManagementLab & e-text
Value Pack: Organisational Behaviour + MyManagement Lab with e-text (8th edition)
Authors: Robbins, S. P., Judge, T. A., Millett, B. & Boyle, M.
ISBN 9781488689727
Published 28/10/2016
Available from CQUni Bookshop here: http://bookshop.cqu.edu.au
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

Upamali Amarakoon Unit Coordinator
u.amarakoon@cqu.edu.au

Schedule

Week 1 - 05 Nov 2018

Module/Topic	Chapter	Events and Submissions/Topic
What is organisational behaviour?	Chapter 1, Robbins, Judge, Millett and Boyle	

Week 2 - 12 Nov 2018

Module/Topic	Chapter	Events and Submissions/Topic
Diversity in organisations.	Chapter 2, Robbins, Judge, Millett and Boyle	Assessment 1 - Quiz 1 closes during this week

Week 3 - 19 Nov 2018

Module/Topic	Chapter	Events and Submissions/Topic
Attitudes and job satisfaction; Personality and values	Chapters 3 & 4, Robbins, Judge, Millett and Boyle	Assessment 1 - Quiz 2 closes during this week

Week 4 - 26 Nov 2018

Module/Topic	Chapter	Events and Submissions/Topic
Emotions and moods	Chapter 5, Robbins, Judge, Millett and Boyle	Assessment 1 - Quiz 3 closes during this week

Vacation Week - 03 Dec 2018

Module/Topic	Chapter	Events and Submissions/Topic

Week 5 - 10 Dec 2018

Module/Topic	Chapter	Events and Submissions/Topic
Perception and individual decision making; Motivation	Chapters 6 & 7, Robbins, Judge, Millett and Boyle	Assessment 1 - Quiz 4 closes during this week

Week 6 - 17 Dec 2018

Module/Topic	Chapter	Events and Submissions/Topic
Foundations of group behaviour	Chapter 8, Robbins, Judge, Millett and Boyle	Assessment 1 - Quiz 5 closes during this week

Week 7 - 31 Dec 2018

Module/Topic	Chapter	Events and Submissions/Topic
Communication	Chapter 10, Robbins, Judge, Millett and Boyle	Assessment 1 - Quiz 6 closes during this week

Week 8 - 07 Jan 2019

Module/Topic	Chapter	Events and Submissions/Topic
Leadership	Chapter 11, Robbins, Judge, Millett and Boyle	Assessment 1 - Quiz 7 closes during this week

Week 9 - 14 Jan 2019

Module/Topic	Chapter	Events and Submissions/Topic
Power and politics	Chapter 12, Robbins, Judge, Millett and Boyle	Assessment 2 is due this week **Assessment 2** Due: Week 9 Monday (14 Jan 2019) 8:00 am AEST

Week 10 - 21 Jan 2019

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

Week 11 - 28 Jan 2019

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

Week 12 - 04 Feb 2019		
Module/Topic	**Chapter**	**Events and Submissions/Topic**
Organisational culture	Chapter 15, Robbins, Judge, Millett and Boyle	

Exam Week - 11 Feb 2019		
Module/Topic	**Chapter**	**Events and Submissions/Topic**

Assessment Tasks

1 Assessment 1

Assessment Type
Online Quiz(zes)

Task Description
This assessment comprises of seven (7) online quizzes. Only the best five (5) scores will be used to determine your overall result for Assessment 1.
Each quiz is based on a chapter from the textbook. The quizzes can be accessed from the “Assessment Block” or from the "Assessments" section (above weekly topics) in the unit Moodle site.
Each quiz comprises of 10 multiple choice questions (MCQs) to be completed in one sitting of 20 minutes, and is graded out of 10 marks.
Each quiz opens on Monday, 8.00 a.m. of the respective week and closes on Sunday 11.45 p.m. of the following week. Once a quiz closes, it cannot be reopened for any reason. There are no alternatives or extensions for quizzes.

Quiz	Content	Quiz Closure
1	Chapter 1	Sunday, 18th November 2018, 11.45 p.m. AEST
2	Chapter 2	Sunday, 25th November 2018, 11.45 p.m. AEST
3	Chapter 3	Sunday, 2nd December 2018, 11.45 p.m. AEST
4	Chapter 5	Sunday, 16th December 2018, 11.45 p.m. AEST
5	Chapter 6	Sunday, 23rd December 2018, 11.45 p.m. AEST
6	Chapter 8	Sunday, 6th January 2019, 11.45 p.m. AEST
7	Chapter 10	Sunday, 13th January 2019, 11.45 p.m. AEST

Number of Quizzes
7

Frequency of Quizzes
Other

Assessment Due Date

See details in the table above.

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 (1) point.
At the end of the final quiz, your results will be scaled to a score out of 20.
While this assessment has seven online quizzes but only the best five scores will contribute to your final result. Therefore, no need to do all quizzes. The 'extra' quizzes are there in case you did not do so well in some quizzes and wish to increase your overall score, or because you missed some quizzes 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 the study of organisational behaviour to work practices and arrangements in organisations.

Graduate Attributes

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

2 Assessment 2

Assessment Type
Written Assessment

Task Description

Purpose

This written assessment is designed to assist students to demonstrate their understanding of concepts, theories, and models related to 'Organisational Behaviour'.
It also provides an opportunity for students to enhance their research, analytical, critical thinking, and written communication skills.

Task Description

You are required to choose one (1) of the two essay tasks provided to you in the Unit Moodle site and prepare an Academic Essay of 1500 words (+/- 10%).
In your essay, you should establish your key argument(s) and provide evidence from academic literature and other appropriate sources to support your argument(s).
This task requires you to engage in extensive research within the academic literature, peer reviewed academic journal articles in particular.
You have to refer to a minimum of five (5) peer reviewed journal articles.
Note: Before commencing this task, please pay carefully read the "Assessment Task Description" and the "Marking Rubric" available in the Unit Moodle site.

Assessment Due Date
Week 9 Monday (14 Jan 2019) 8:00 am AEST
See details in the table above.

Return Date to Students
Week 11 Monday (28 Jan 2019)
We will make every attempt to return on-time submitted assessments within two weeks of the submission date.

Weighting
30%

Assessment Criteria

Assessment 2 - Marking Criteria for Essay.

Analysis (25%): The essay demonstrates detailed understanding and critical analysis of the topic. It presents a clearly integrated and well-developed argument throughout to address all parts of the assessment task.

Application of literature/theory (25%): The essay demonstrates application of the relevant concepts, frameworks, and theories in relation to the topic.

Research (20%): The essay demonstrates extensive research and understanding of the topic. Students should have a minimum of six (6) scholarly references, which must include the prescribed textbook, plus five

(5) relevant academic peer reviewed journals (to be eligible for a pass [10/20] on this criterion). The research is used in an integrated manner throughout the essay to support the argument.

Presentation (20%): The essay is appropriately structured with no headings, has relevant information order and flow, paragraphs are used effectively, and includes a well-formulated introduction and conclusion.

Referencing (5%): The references list and the in-text referencing complies with the exact detail of the CQU APA Referencing Guide. The references are appropriate and sufficient throughout the essay.

Communication (5%): The essay uses clear and concise communication, appropriate language, grammar, spelling (Australian English), and punctuation.

Note : Late penalties will be applied as per CQU Policy.

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 the study of organisational behaviour to work practices and arrangements in organisations.

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