



# HRMT11010 Organisational Behaviour

## Term 2 - 2019

Profile information current as at 19/05/2022 09:42 pm

All details in this unit profile for HRMT11010 have been officially approved by CQU University 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 2 - 2019

- Brisbane
- Melbourne
- Online
- 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 Evaluations

**Feedback**

Students enjoyed the assessment structure

**Recommendation**

Retain the assessment structure.

#### Feedback from Unit Evaluations

**Feedback**

Website is easy to navigate

**Recommendation**

Retain the structure.

#### Feedback from Unit Evaluations

**Feedback**

Staff were supportive

**Recommendation**

The teaching team will continue to support the students.

## 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



### Alignment of Assessment Tasks to Learning Outcomes

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

### 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 edn (2016)

Authors: Stephen Robbins, Timothy Judge, Bruce Millett, Maree Boyle

Pearson

Sydney , NSW , Australia

ISBN: 9781488609343

Binding: Other

#### Additional Textbook Information

A value pack containing the paper text, MyManagement Lab and the eText is available from the CQUni Bookshop here:

<http://bookshop.cqu.edu.au>

(search on the Unit code)

However, if you prefer eBook only version, it is available from the publisher's website here:

<http://www.pearson.com.au/9781488609343>

[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](mailto:V.DiMilia@cqu.edu.au)

## Schedule

### Week 1 - 15 Jul 2019

Module/Topic	Chapter	Events and Submissions/Topic
What is organisational behaviour?	Chapter 1, Robbins, Judge, Millett and Boyle	Assessment 1 - Every quiz is available from 9 am on the 15 July. The first quiz closes in Week 2. Assessment 2 - You must choose an essay topic by 9 am on 5 August.

### Week 2 - 22 Jul 2019

Module/Topic	Chapter	Events and Submissions/Topic
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Diversity in organisations.	Chapter 2, Robbins, Judge, Millett and Boyle	Assessment 1 - Quiz 1 closes 25 July at 4 pm. Assessment 2 - You must choose an essay topic by 9 am on 5 August.
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**Week 3 - 29 Jul 2019**

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 1 August at 4 pm. Assessment 2 - You must choose an essay topic by 9 am on 5 August.

**Week 4 - 05 Aug 2019**

Module/Topic	Chapter	Events and Submissions/Topic
Emotions and moods	Chapter 5, Robbins, Judge, Millett and Boyle	Assessment 1 - Quiz 3 closes 8 August at 4 pm. Assessment 2 - You must choose an essay topic by 9 am on 5 August.

**Week 5 - 12 Aug 2019**

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 15 August at 4 pm.

**Vacation Week - 19 Aug 2019**

Module/Topic	Chapter	Events and Submissions/Topic

**Week 6 - 26 Aug 2019**

Module/Topic	Chapter	Events and Submissions/Topic
Foundations of group behaviour	Chapter 8, Robbins, Judge, Millett and Boyle	Assessment 1 - Quiz 5 closes 29 August at 4 pm.

**Week 7 - 02 Sep 2019**

Module/Topic	Chapter	Events and Submissions/Topic
Communication	Chapter 10, Robbins, Judge, Millett and Boyle	Assessment 1 - Quiz 6 closes 5 September at 4pm. Assessment 2 - Topic 1 is due 5 September at 4 pm.

**Week 8 - 09 Sep 2019**

Module/Topic	Chapter	Events and Submissions/Topic
Leadership	Chapter 11, Robbins, Judge, Millett and Boyle	Assessment 1 - Quiz 7 closes 12 September at 4pm. Assessment 2 - Topic 2 is due 12 September at 4 pm.

**Week 9 - 16 Sep 2019**

Module/Topic	Chapter	Events and Submissions/Topic
Power and politics	Chapter 12, Robbins, Judge, Millett and Boyle	Assessment 2 - Topic 3 is due 19 September at 4 pm.

**Week 10 - 23 Sep 2019**

Module/Topic	Chapter	Events and Submissions/Topic
Conflict and negotiation	Chapter 13, Robbins, Judge, Millett and Boyle	Assessment 2 - Topic 4 is due 26 September at 4 pm.

**Week 11 - 30 Sep 2019**

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

**Week 12 - 07 Oct 2019**

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

**Review/Exam Week - 14 Oct 2019**

Module/Topic	Chapter	Events and Submissions/Topic

**Exam Week - 21 Oct 2019**

Module/Topic	Chapter	Events and Submissions/Topic
Check MyCentre for time and location		Exam

## 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.

Every quiz is available from 11 March at 9 am and will close on the date and time shown in the table below.

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	25 July, 4 pm. AEST.
2	Chapter 2	1 August, 4 pm. AEST.
3	Chapter 3	8 August, 4 pm. AEST.
4	Chapter 4	15 August, 4 pm. AEST.
5	Chapter 5	29 August, 4 pm. AEST.
6	Chapter 6	5 September, 4 pm. AEST.
7	Chapter 7	12 September, 4 pm. 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**

This assessment has seven online quizzes but only the best five scores will contribute to your final result. The 'extra' quizzes are there in case you wish to increase your overall score, or because you missed a quiz.

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.

## 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 essay topic from the four options and prepare an Academic Essay of 1500 words (+/- 10%). The choice can be found by clicking on the 'Assessment 2' link on the website or from the Assessment row in the weekly schedule.

In your essay, you should establish your key argument(s) and provide evidence from the academic literature and other appropriate sources to support your argument(s). This task requires you to read widely. The textbook is one source but in addition, you need to read other academic literature and peer-reviewed academic journal articles. The criteria for the essay can be found in the FAQ section on the unit website. You have to refer to a minimum of five (5) peer-reviewed journal articles.

Essay Topic	Chapter alignment	Due date
1	4	5 September, 4 pm
2	7	12 September, 4 pm
3	11	19 September, 4 pm
4	15	26 September, 4 pm

### Assessment Due Date

See details in the table above.

### Return Date to Students

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.

An essay is more than a 'descriptive' response to the question - a good essay argues a case, it demonstrates that you



have critically thought about the question and recognises there are different views on the topic.

A good essay also considers the 'evidence' for the statements made by the journal authors. What do I mean by evidence

- a useful first step is to question who provided the data, how the data was collected and how the data were analysed.

In answering the essay topic:

- Use a minimum of five academic sources. These can be textbook and/or peer-reviewed articles (see FAQ section). Newspaper, magazine articles and general material from the web are not acceptable,
- Try to paraphrase what you read and avoid lengthy quotes,
- Reference your work using APA style.

Your essay will be assessed against the following criteria (see also FAQ section for Assessment 2).

### **Content**

- Depth of knowledge and critical analysis (25%)
- Awareness/application of relevant theory/models in response to the topic (25%)
- Appropriateness of response (20%)
- Relevant and accurate use of the literature (15%)

### **Presentation**

- Clear introduction, body and conclusion. Clarity of expression and Australian spelling (5%)
- Correct APA style (5%)
- 1500 words (plus/minus 10%) (5%)

The essay mark will be scaled back to 30%.

**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

### **Details**

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

Closed Book

## 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