



# HRMT11010 Organisational Behaviour

## Term 3 - 2020

Profile information current as at 20/06/2021 10:36 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 3 - 2020

- Brisbane
- Melbourne
- Online

#### 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. **Online Test**

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**

Students enjoyed the assessment structure.

**Recommendation**

Retain the current assessment structure.

#### Feedback from Unit evaluation.

**Feedback**

Teaching team offers timely help.

**Recommendation**

Strive to maintain our quick response to student enquiry.

#### Feedback from Unit evaluation.

**Feedback**

Learning resources were helpful.

**Recommendation**

Review the learning resources to ensure they are fun and meet learning outcomes.

## 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
1 - Online Quiz(zes) - 20%	•	•	•
2 - Written Assessment - 30%	•	•	•
3 - Online Test - 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			

### Alignment of Assessment Tasks to Graduate Attributes

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

## Textbooks and Resources

### Textbooks

HRMT11010

#### Prescribed

##### **Organisational Behaviour**9th (2019)

Authors: Stephen P. Robbins, Timothy A. Judge, Marissa Edwards, Peter Sandiford, Martin Fitzgerald, James Hunt  
Pearson

Melbourne , VIC , Australia

ISBN 9781488620683

Binding: Paperback

[View textbooks at the CQUniversity Bookshop](#)

### IT Resources

**You will need access to the following IT resources:**

- CQUniversity Student Email
- Internet
- Unit Website (Moodle)
- PC, Laptop, tablet or hand-held device with a camera and audio

## Referencing Style

All submissions for this unit must use the referencing style: [American Psychological Association 7th Edition \(APA 7th edition\)](#)

For further information, see the Assessment Tasks.

## Teaching Contacts

**Maria Mullin** Unit Coordinator

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**Tim Whan** Unit Coordinator

[t.whan@cqu.edu.au](mailto:t.whan@cqu.edu.au)

## Schedule

### Week 1 - 09 Nov 2020

Module/Topic	Chapter	Events and Submissions/Topic
What is organisational behaviour?	Chapter 1, Robbins, Judge, Edwards, Sandiford, Mitchell & Hunt	Assessment 1 - Every quiz is available from 9am AEST on the 9th November 2020. Quiz 1 closes in Week 2. Assessment 2 - You must choose an essay topic by 9am AEST on 1st December 2020.

### Week 2 - 16 Nov 2020

Module/Topic	Chapter	Events and Submissions/Topic
Diversity in organisations.	Chapter 2, Robbins, Judge, Edwards, Sandiford, Mitchell & Hunt	Assessment 1 - Quiz 1 closes 20th November 2020 AEST at 10 pm. Assessment 2 - You must choose an essay topic by 9am AEST on 1st December 2020.

### Week 3 - 23 Nov 2020

Module/Topic	Chapter	Events and Submissions/Topic
Attitudes and job satisfaction; Personality and values	Chapters 3 & 4, Robbins, Judge, Edwards, Sandiford, Mitchell & Hunt	Assessment 1 - Quiz 2 closes 27 November 2020 at 10 pm AEST. Assessment 2 - You must choose an essay topic by 9am AEST on 1st December 2020.

#### Week 4 - 30 Nov 2020

Module/Topic	Chapter	Events and Submissions/Topic
Emotions and moods	Chapter 5, Robbins, Judge, Edwards, Sandiford, Mitchell & Hunt	Assessment 1 - Quiz 3 closes 4th December 2020 at 10 pm AEST. Assessment 2 - You must choose an essay topic by 9am AEST on 1st December 2020.

#### Vacation Week - 07 Dec 2020

Module/Topic	Chapter	Events and Submissions/Topic
		Review of material from previous weeks

#### Week 5 - 14 Dec 2020

Module/Topic	Chapter	Events and Submissions/Topic
Perception and individual decision making; Motivation	Chapters 6 & 7, Robbins, Judge, Edwards, Sandiford, Mitchell & Hunt	Assessment 1 - Quiz 4 closes 18th December 2020 at 10 pm AEST.

#### Week 6 - 21 Dec 2020

Module/Topic	Chapter	Events and Submissions/Topic
Foundations of group behaviour	Chapter 8, Robbins, Judge, Edwards, Sandiford, Mitchell & Hunt	Assessment 1 - Quiz 5 closes 24th December 2020 at 10 pm AEST.

#### Vacation Week - 28 Dec 2020

Module/Topic	Chapter	Events and Submissions/Topic
		Review of material from previous weeks

#### Week 7 - 04 Jan 2021

Module/Topic	Chapter	Events and Submissions/Topic
Communication	Chapter 10, Robbins, Judge, Edwards, Sandiford, Mitchell & Hunt	Assessment 1 - Quiz 6 closes 8th January 2021 at 10 pm AEST. Assessment 2 - Topic 1 is due 8th January 2021 at 10 pm AEST.

#### Week 8 - 11 Jan 2021

Module/Topic	Chapter	Events and Submissions/Topic
Leadership	Chapter 11, Robbins, Judge, Edwards, Sandiford, Mitchell & Hunt	Assessment 1 - Quiz 7 closes 15th January 2021 at 10 pm AEST. Assessment 2 - Topic 2 is due 15th January 2021 at 10 pm AEST.

#### Week 9 - 18 Jan 2021

Module/Topic	Chapter	Events and Submissions/Topic
Power and politics	Chapter 12, Robbins, Judge, Edwards, Sandiford, Mitchell & Hunt	Assessment 2 - Topic 3 is due 22nd January 2021 at 10 pm AEST.

#### Week 10 - 25 Jan 2021

Module/Topic	Chapter	Events and Submissions/Topic
Conflict and negotiation	Chapter 13, Robbins, Judge, Edwards, Sandiford, Mitchell & Hunt	Assessment 2 - Topic 4 is due 29th January 2021 at 10 pm AEST.

#### Week 11 - 01 Feb 2021

Module/Topic	Chapter	Events and Submissions/Topic

Foundations of organisational structure

Chapter 14, Robbins, Judge, Edwards, Sandiford, Mitchell & Hunt

### Week 12 - 08 Feb 2021

Module/Topic	Chapter	Events and Submissions/Topic
Organisational culture	Chapter 15, Robbins, Judge, Edwards, Sandiford, Mitchell & Hunt	

### Exam Week - 15 Feb 2021

Module/Topic	Chapter	Events and Submissions/Topic
		Online Test commences at 7pm AEST 19th February 2021.
		<b>Online Test</b> Due: Exam Week Friday (19 Feb 2021) 7:00 pm AEST

## Assessment Tasks

### 1 Online Quiz(zes)

#### Assessment Type

Online Quiz(zes)

#### Task Description

This assessment comprises seven (7) online quizzes. Only the best five (5) scores will be used to determine your overall result for the online quizzes.

Each quiz is based on a chapter from the textbook. The quizzes can be accessed from the "Assessment" Tab at the top of the unit Moodle site. Each quiz comprises of 10 multiple choice questions (MCQs) to be completed in one sitting of 20 minutes.

Once a quiz closes, it cannot be reopened for any reason. There are no alternatives or extensions for quizzes due to CQUniversity policy.

Quiz	Content	Quiz Closure
1	Chapter 1	Friday 20 November, 2020; 10.00 p.m. AEST
2	Chapter 2	Friday 27 November, 2020; 10.00 p.m. AEST
3	Chapter 3	Friday 4 December, 2020; 10.00 p.m. AEST
4	Chapter 5	Friday 18 December, 2020; 10.00 p.m. AEST
5	Chapter 6	Thursday 24 December, 2020; 10.00 p.m. AEST
6	Chapter 8	Friday 8 January, 2021; 10.00 p.m. AEST
7	Chapter 10	Friday 15 January, 2021; 10.00 p.m. AEST

#### Number of Quizzes

7

#### Frequency of Quizzes

Other

#### Assessment Due Date

See details in the above table under task description for due dates and times.

#### 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 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, only the best five scores (of those seven) will contribute to your Online Quiz result. 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 whatever reason.

### Referencing Style

- [American Psychological Association 7th Edition \(APA 7th edition\)](#)

### 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

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

## 2 Academic Essay

### Assessment Type

Written Assessment

### Task Description

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.

You are required to choose one (1) of the four 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 should refer to a minimum of six (6) scholarly references including the prescribed text book.

Note: Before commencing this task, please carefully read the "Assessment Task Description" and the "Marking Rubric" available in the Unit Moodle site.

Essay Topic/	Chapter alignment	Due Date
1	3	Friday 8 January, 2021 at 10.00 pm
2	6	Friday 15 January, 2021 at 10.00 pm
3	10	Friday 22 January, 2021 at 10.00 pm
4	12	Friday 29 January, 2021 at 10.00 pm

### Assessment Due Date

See details in the above table

### 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.

**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. The essay 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.

Late penalties will be applied as per CQU Policy at the rate of 1.5 marks per day (5%) deducted from your academic essay score for each day late.

### Referencing Style

- [American Psychological Association 7th Edition \(APA 7th edition\)](#)

### 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

## 3 Online Test

### Assessment Type

Online Test

### Task Description

The Online Test will be based on:

Part A: 40 Multiple Choice questions, and

Part B: Six (6) short answer questions where the student will write no more than 200 words.

This is a closed book test where students will be unable to use any physical or electronic resources to assist completion of the Online Test.

Full details of accessing the Online Test will be provided on moodle.

### Assessment Due Date

Exam Week Friday (19 Feb 2021) 7:00 pm AEST

Students must be available at this time and day to complete the online test

### Return Date to Students

Final results will be available on certification of grades

### Weighting

50%

### Assessment Criteria

Part A of the Online Test is equal to 40 marks with one mark awarded per correct answer and no mark deducted for an incorrect answer. Part B of the test is equal to 10 marks per question. Then the addition of results from Part A and Part B are added together to give a result out of 100 and then the result is halved to obtain a mark out of 50. This equates to the weighting for this Assessment item.

## Referencing Style

- [American Psychological Association 7th Edition \(APA 7th edition\)](#)

## Submission

Online

## Submission Instructions

Closed Book exam. Students must be available at this time and day to complete the online test.

## 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
- Ethical practice

## 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.

### 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

### **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.