HRMT11010 *Organisational Behaviour*
Term 2 - 2023

Profile information current as at 12/10/2024 12:39 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 2 - 2023

- Brisbane
- Melbourne
- Online
- Rockhampton
- 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. **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 Peer evaluation of the unit

Feedback

Assessment 2 - Individual essay is likely to raise academic integrity issues (possible AI tool support)

Recommendation

From T2-2023, Assessment 2 has been improved to an individual reflective essay. This requires students to complete one of the self evaluation tools provided to them and write an essay reflecting on their self evaluation scores and implications to self, their work/sports team, and current/future employer. This change therefore is fully aligned with unit 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

— 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 - 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	•	•	•

Graduate Attributes	Learning Outcomes		
	1	2	3
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 - Online Test - 50%	•	•	•					•		

Textbooks and Resources

Textbooks

HRMT11010

Prescribed

Organisational Behaviour
Edition: 9th (2019)
Authors: Robbins, SP., Judge, TA., Edwards, M., Sandiford, P., Fitzgerald, M., & Hunt, J.
Pearson
Sydney , NSW , Australia
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

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

Schedule

Week 1 - 10 Jul 2023

Module/Topic	Chapter	Events and Submissions/Topic
What is organisational behaviour?	Chapter 1, Robbins, Judge, Edwards, Sandiford, Mitchell & Hunt	**Assessment 1 - All quizzes** open from 9 a.m. AEST on 10 July 2023

Week 2 - 17 Jul 2023

Module/Topic	Chapter	Events and Submissions/Topic
Diversity in organisations	Chapter 2, Robbins, Judge, Edwards, Sandiford, Mitchell & Hunt	**Assessment 1 - Quiz 1** closes on 21 July 2023, at 11.45 p.m. AEST

Week 3 - 24 Jul 2023

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 on 28 July 2023, at 11.45 p.m. AEST.

Week 4 - 31 Jul 2023

Module/Topic	Chapter	Events and Submissions/Topic
Emotions and moods	Chapter 5, Robbins, Judge, Edwards, Sandiford, Mitchell & Hunt	**Assessment 1 - Quiz 3** closes on 4 August, at 11.45 p.m. AEST.

Week 5 - 07 Aug 2023

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 on 11 August 2023, at 11.45 p.m. AEST.

Vacation Week - 14 Aug 2023

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

Week 6 - 21 Aug 2023

Module/Topic	Chapter	Events and Submissions/Topic
Foundations of group behaviour	Chapter 8, Robbins, Judge, Edwards, Sandiford, Mitchell & Hunt	**Assessment 1 - Quiz 5** closes on 25 August 2023, at 11.45 p.m. AEST.

Week 7 - 28 Aug 2023

Module/Topic	Chapter	Events and Submissions/Topic
Communication	Chapter 10, Robbins, Judge, Edwards, Sandiford, Mitchell & Hunt	**Assessment 1 - Quiz 6** closes on 1 September 2023, at 11.45 p.m. AEST.

Week 8 - 04 Sep 2023

Module/Topic	Chapter	Events and Submissions/Topic

Leadership	Chapter 11, Robbins, Judge, Edwards, Sandiford, Mitchell & Hunt	**Assessment 1 - Quiz 7** closes on 8 September 2023, at 11.45 p.m. AEST.
Week 9 - 11 Sep 2023		
Module/Topic	**Chapter**	**Events and Submissions/Topic**
Power and politics	Chapter 12, Robbins, Judge, Edwards, Sandiford, Mitchell & Hunt	**Reflective Essay** Due: Week 9 Friday (15 Sept 2023) 11:45 pm AEST
Week 10 - 18 Sep 2023		
Module/Topic	**Chapter**	**Events and Submissions/Topic**
Conflict and negotiation	Chapter 13, Robbins, Judge, Edwards, Sandiford, Mitchell & Hunt	
Week 11 - 25 Sep 2023		
Module/Topic	**Chapter**	**Events and Submissions/Topic**
Foundations of organisational structure	Chapter 14, Robbins, Judge, Edwards, Sandiford, Mitchell & Hunt	
Week 12 - 02 Oct 2023		
Module/Topic	**Chapter**	**Events and Submissions/Topic**
Organisational culture	Chapter 15, Robbins, Judge, Edwards, Sandiford, Mitchell & Hunt	
Review/Exam Week - 09 Oct 2023		
Module/Topic	**Chapter**	**Events and Submissions/Topic**
		Assessment 3 - Online exam (exact date and time will be communicated in Week 10)
Exam Week - 16 Oct 2023		
Module/Topic	**Chapter**	**Events and Submissions/Topic**

Assessment Tasks

1 Online Quiz(zes)

Assessment Type
Online Quiz(zes)

Task Description

Task: This assessment comprises of 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 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. As per CQUniversity policy, there are no alternatives or extensions for quizzes.

Quiz	Content	Quiz Closure
1	Chapter 1	Friday 21 July 2023, 11.45 p.m. AEST
2	Chapter 2	Friday 28 July 2023, 11.45 p.m. AEST
3	Chapter 3	Friday 4 August 2023, 11.45 p.m. AEST
4	Chapter 5	Friday 11 August 2023, 11.45 p.m. AEST
5	Chapter 6	Friday 25 August, 2023, 11.45 p.m. AEST
6	Chapter 8	Friday 1 September 2023, 11.45 p.m. AEST

7	Chapter 10	Friday 8 September 2023, 11.45 p.m. AEST

Number of Quizzes
7

Frequency of Quizzes
Other

Assessment Due Date

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

Return Date to Students

Score will be shown after the test closes.

Weighting
20%

Assessment Criteria
Each quiz has 10 questions and each correct answer earns one (1) point.
While this assessment has seven online quizzes, *only the best five scores* will contribute to your Assessment 1 score.
There are two 'extra' quizzes available in case you missed a quiz or to increase your overall score if you have not done as well as you expected in the earlier quizzes.
At the end of the final quiz, your Assessment 1 results will be automatically scaled to a score out of 20.

Referencing Style

- American Psychological Association 7th Edition (APA 7th edition)

Submission
Online

assessmentOutcome

- 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.

assessmentGradAttribute

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

2 Reflective Essay

Assessment Type
Written Assessment

Task Description

Objectives: 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: This task involves two steps. In **step one**, you are required to complete one of the two self-evaluation tools provided to you on the unit Moodle site. In **step two,** you are required to write an essay of 1500 words (+/- 10%) reflecting on your scores for the chosen tool and its implications to (a) you (as a current/future employee or CQU student), (b) your team (work team, study team, or sports team), and (c) your organisation (current/future workplace or CQU).
In your essay, you should establish your key argument(s) and provide evidence from academic literature and other appropriate sources to support your argument.
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 textbook.

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

Assessment Due Date
Week 9 Friday (15 Sept 2023) 11:45 pm AEST

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
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 a 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 the application of the relevant concepts, frameworks, and theories in relation to your self-evaluation scores.
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. The research must be used in an integrated manner throughout the essay to support your arguments.
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 7 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 at the rate of 5% per each day of delay.

Referencing Style

- American Psychological Association 7th Edition (APA 7th edition)

Submission
Online

assessmentOutcome

- 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.

assessmentGradAttribute

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

3 Online exam

Assessment Type
Online Test

Task Description

Description: The online exam will have two parts:

- Part A: 40 Multiple choice questions, and
- Part B: Six (6) short answer questions (about 150 - 200 words each). There is no need to use references in your responses.

This is a closed-book exam. Students are asked not to use any physical or electronic resources to complete the online exam.

Full details for accessing the online exam will be provided on the unit Moodle site from Week 10.

Assessment Due Date

The exam will be scheduled during the exam block from October 12 - 20. The 'actual' date will be shared in week 10. Students must be available on that day and time.

Return Date to Students

Final results will be available on certification of grades

Weighting
50%

Assessment Criteria
Part A of the online exam is equal to 40 marks (one mark per correct answer).
Part B of the exam is equal to 60 marks (a maximum of 10 marks per question).
The total marks for the online exam is 100. This total will then be converted to a score out of 50.

Referencing Style

- American Psychological Association 7th Edition (APA 7th edition)

Submission
Online

Submission Instructions
Closed-book exam. Students must be available at the scheduled day and time to complete the online exam.

assessmentOutcome

- 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.

assessmentGradAttribute

- 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.

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