



The University of Southern Queensland

Course specification

The current and official versions of the course specifications are available on the web at <http://www.usq.edu.au/coursespecification/current>.
Please consult the web for updates that may occur during the year.

Description: Management and Organisational Behaviour

| Subject | Cat-nbr | Class | Term | Mode | Units | Campus |
|---------|---------|-------|---------|------|-------|-----------|
| MGT | 5000 | 96110 | 3, 2009 | WEB | 1.00 | Toowoomba |

| | |
|-----------------------------------|--------|
| Academic group: | FOBUS |
| Academic org: | FOB004 |
| Student contribution band: | 3A |
| ASCED code: | 080307 |

STAFFING

Examiner: Vimolwan Yukongdi
Moderator: Dennis Rose

OTHER REQUISITES

Students are required to have access to a personal computer, e-mail capabilities and Internet access to UConnect. Current details of computer requirements can be found at <http://www.usq.edu.au/ict/students/standards/default.htm>.

SYNOPSIS

All students undertaking graduate studies in Business need to appreciate and understand the nature of organisational behaviour. They should also be able to articulate behavioural issues in business situations. This course provides a framework in which students are exposed to a range of theories and experiences within the field of organisational behaviour which will allow them to further develop insights, attitudes and skills to a level consistent with the expectations for senior management. The course aims to provide an understanding of the behaviour of people at work. It analyses behaviour at the individual, group and organisational levels. Managers must understand the complex interactions that influence the effectiveness of different management strategies and organisational structures under different environmental and technological conditions. As well as reviewing the current theories and research in the area, the course uses case studies to examine the implications for practising managers.

OBJECTIVES

On successful completion of this course, students should be able to:

1. describe and analyse the foundations of individual behaviour and its impact upon work organisations
2. critique motivation and job design as determinants of employee satisfaction and performance
3. evaluate how groups and teams develop and function, and how group dynamics affect performance
4. explain and apply the various styles of leadership and conflict management

5. appraise the relationship between organisational structure and the internal and external environment
6. analyse how organisational effectiveness is influenced by factors such as power, control, climate and culture
7. describe and evaluate the process of organisational change and identify and apply strategies for organisational development
8. evaluate how managerial and organisational performance can be enhanced by effective communication and understanding of organisational behaviour.

TOPICS

| Description | Weighting (%) |
|---|---------------|
| 1. Understanding behaviour in organisations | 20.00 |
| 2. Managing individual behaviour at work | 20.00 |
| 3. Managing group behaviour at work | 30.00 |
| 4. Managing organisations | 30.00 |

TEXT and MATERIALS required to be PURCHASED or ACCESSED

ALL textbooks and materials are available for purchase from USQ BOOKSHOP (unless otherwise stated). Orders may be placed via secure internet, free fax 1800642453, phone 07 46312742 (within Australia), or mail. Overseas students should fax +61 7 46311743, or phone +61 7 46312742. For costs, further details, and internet ordering, use the 'Textbook Search' facility at <http://bookshop.usq.edu.au> click 'Semester', then enter your 'Course Code' (no spaces).

Wood, J, Zeffane, R, Fromholtz, M, Wiesner, R & Creed, A 2010, *Organisational behaviour: core concepts and applications*, John Wiley & Sons, Milton, Queensland.

REFERENCE MATERIALS

Reference materials are materials that, if accessed by students, may improve their knowledge and understanding of the material in the course and enrich their learning experience.

Nil.

STUDENT WORKLOAD REQUIREMENTS

| ACTIVITY | HOURS |
|----------------|-------|
| Assessments | 20.00 |
| Directed Study | 95.00 |
| Private Study | 50.00 |

ASSESSMENT DETAILS

| Description | Marks out of | Wtg (%) | Due date | Objectives assessed | Graduate skill | Level assessed |
|--------------|--------------|---------|-------------|---------------------|----------------|----------------|
| ASSIGNMENT 1 | 100.00 | 50.00 | 18 Dec 2009 | 1, 2, 3, 8 | | |
| ASSIGNMENT 2 | 100.00 | 50.00 | 29 Jan 2010 | 4, 5, 6, 7, 8 | | |

IMPORTANT ASSESSMENT INFORMATION

- Attendance requirements:**

There are no attendance requirements for this course. However, it is the students' responsibility to study all material provided to them or required to be accessed by them to maximise their chance of meeting the objectives of the course and to be informed of course-related activities and administration.
- Requirements for students to complete each assessment item satisfactorily:**

To satisfactorily complete an individual assessment item a student must achieve at least 50% of the marks. (Depending upon the requirements in Statement 4 below, students may not have to satisfactorily complete each assessment item to receive a passing grade in this course.)
- Penalties for late submission of required work:**

If students submit assignments after the due date without prior approval of the examiner, then a penalty of 5% of the total marks gained by the student for the assignment may apply for each working day late up to ten working days at which time a mark of zero may be recorded.
- Requirements for student to be awarded a passing grade in the course:**

To be assured of receiving a passing grade a student must achieve at least 50% of the total weighted marks available for the course.
- Method used to combine assessment results to attain final grade:**

The final grades for students will be assigned on the basis of the aggregate of the weighted marks obtained for each of the summative assessment items in the course.
- Examination information:**

There is no examination in this course.
- Examination period when Deferred/Supplementary examinations will be held:**

Not applicable.
- University Regulations:**

Students should read USQ Regulations 5.1 Definitions, 5.6 Assessment, and 5.10 Student Academic Misconduct for further information and to avoid actions which might contravene university regulations. These regulations can be found at <http://www.usq.edu.au/corporateservices/calendar/part5.htm>. Students should also read the Faculty of Business Procedures which can be found at <http://www.usq.edu.au/business/aboutfob.htm>.

ASSESSMENT NOTES

- Assignments:** (i) The due date for an assignment is the date by which a student must despatch the assignment to the USQ. (ii) Students must retain a copy of each item submitted for assessment. This must be produced within 24 hours if required by the examiner. (iii) In accordance with university policy, the examiner may grant an extension of the due date

- of an assignment in extenuating circumstances. (iv) The examiner will normally only accept assessments that have been typed and submitted in electronic form via USQ Ease.
- 2 Course weightings: Course weightings of topics should not be interpreted as applying to the number of marks allocated to questions testing those topics in an examination paper.
 - 3 Referencing in assignments: Harvard (AGPS) is the referencing system required in this course. Students should use Harvard (AGPS) style in their assignments to format details of the information sources they have cited in their work. The Harvard (AGPS) style to be used is defined by the USQ Library's referencing guide at <http://www.usq.edu.au/library/help/referencing/default.htm>.

OTHER REQUIREMENTS

- 1 Computer, e-mail and Internet access: Students are required to have access to a personal computer, e-mail capabilities and Internet access to UConnect. Current details of computer requirements can be found at <http://www.usq.edu.au/ict/students/standards/default.htm>.
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