Description: Management and Organisational Behaviour

<table>
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<tr>
<th>Subject</th>
<th>Cat-Nbr</th>
<th>Class</th>
<th>Term</th>
<th>Mode</th>
<th>Units</th>
<th>Campus</th>
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<td>1, 2002</td>
<td>WEB</td>
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Academic Group: FOBUS
Academic Org: FOB003
HECS Band: 2
ASCED Code: 080307

STAFFING
Examiner: Retha Wiesner
Moderator: Jim McDonald

RATIONALE
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.

SYNOPSIS
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
Successful completion of this course will enable the student to:

- understand and examine individual behaviour and its impact upon work organisations;
- appreciate the importance of motivation and job design as determinants of employee satisfaction and performance;
- understand how groups and teams develop and function, and how group norms affect performance;
- understand and apply the various styles of leadership and conflict management;
• comprehend the relationship between organisational structure and the internal and external environment;
• understand how organisational effectiveness is influenced by factors such as power, control, climate and culture;
• understand the process of organisational change and identify strategies for organisational development;
• appreciate how managerial performance can be enhanced by an understanding of organisational behaviour.

TOPICS

<table>
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<tr>
<th>Description</th>
<th>Weighting (%)</th>
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<tbody>
<tr>
<td>1. Understanding Behaviour in Organisations</td>
<td>20.00</td>
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<tr>
<td>2. Managing Individual Behaviour at Work</td>
<td>20.00</td>
</tr>
<tr>
<td>3. Managing Group Behaviour at Work</td>
<td>30.00</td>
</tr>
<tr>
<td>4. Managing Organisations</td>
<td>30.00</td>
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TEXT and MATERIALS required to be PURCHASED or ACCESSED:

Books can be ordered by fax or telephone. For costs and further details use the 'Book Search' facility at http://bookshop.usq.edu.au by entering the author or title of the text.


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.


STUDENT WORKLOAD REQUIREMENTS

<table>
<thead>
<tr>
<th>ACTIVITY</th>
<th>HOURS</th>
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<tbody>
<tr>
<td>Private Study</td>
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ASSESSMENT DETAILS

<table>
<thead>
<tr>
<th>Description</th>
<th>Marks Out of</th>
<th>Wtg(%)</th>
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<th>Due Date</th>
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<td>ASSIGNMENT 1</td>
<td>100.00</td>
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<td>(see note 1)</td>
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<td></td>
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NOTES:
1. Further details about the due dates are detailed in the assessment section of the Course Specifications.
2. Further details about the due dates are detailed in the assessment section of the Course Specifications.

OTHER REQUIREMENTS

1. To be assured of a passing grade in this unit students will be required to obtain at least 50% for the assignments in aggregate; at least 50% in the final examination; and an overall mark of at least 50%. Final grades for the unit will be determined by the addition of the marks obtained in each assessment item, weighted as in the Assessment Details and by considering the students' level of achievement of the objectives of the course.

2. The due date of an assignment is the date by which a student must despatch the assignment to the University, and is normally that defined in the relevant course specification. The onus is on the student to provide, if requested, proof of date of despatch.

3. Students should organise their affairs to ensure that they meet due dates for all assignments. Extensions will be granted only under exceptional extenuating circumstances, normally involving a significant medical condition.

4. Assignments received after the due date may be delayed in marking.

5. Students must retain a copy of all assignments which must be provided if/when required by the Course Leader. Course weightings of topics should not be interpreted as applying to the number of marks allocated to questions testing those topics the assignments.