Description: Management and Organisational Behaviour

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<tbody>
<tr>
<td>Subject</td>
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<td>MGT</td>
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Academic Group: FOBUS
Academic Org: FOB003
HECS Band: 2
ASCED Code: 080307

STAFFING

Examiner: Retha Wiesner
Moderator: Bruce Millett

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>
<thead>
<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>
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<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>Assessment</td>
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<tr>
<td>Directed Study</td>
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<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>
<th>Required</th>
<th>Due Date</th>
</tr>
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<tbody>
<tr>
<td>ASSIGNMENT 1</td>
<td>100.00</td>
<td>50.00</td>
<td>Y</td>
<td>07 Apr 2003</td>
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<tr>
<td>ASSIGNMENT 2</td>
<td>100.00</td>
<td>50.00</td>
<td>Y</td>
<td>30 May 2003</td>
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**IMPORTANT ASSESSMENT INFORMATION**

1 Attendance requirements:
   If you are an International student in Australia it is a requirement of your student visa that you attend all classes at your campus. For all other students, 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.

2 Requirements for students to complete each assessment item satisfactorily:
   To complete the assignments satisfactorily, students must obtain at least 50% of the marks available for the assignments in aggregate.

3 Penalties for late submission of required work:
   If students submit assignments after the due date without prior approval then a penalty of 20% of the total marks available for the assignment will apply for each working day late.

4 Requirements for student to be awarded a passing grade in the course:
   To be assured of receiving a passing grade a student must attempt all of the summative assessment items, achieve an aggregated mark of at least 50% in the total marks allocated for the assignments, and at least 50% of the available weighted marks for the summative assessment items.

5 Method used to combine assessment results to attain final grade:
The final grades for students will be assigned on the basis of the weighted aggregate of the marks (or grades) obtained for each of the summative assessment items in the course.

6 Examination information:
There is no examination in this course.

7 Examination period when Deferred/Supplementary examinations will be held:
Not applicable.

8 University Regulations:
Students should read USQ Regulations 5.1 Definitions, 5.6 Assessment, and 5.10 Academic Misconduct for further information and to avoid actions which might contravene University Regulations. These regulations can be found at the URL: http://www.usq.edu.au/SECARIAT/calendar/Part5/ or in the printed version of the current USQ Handbook. Students should also read The Guide to Policies and Procedures of the Faculty which can be found at the URL: http://www.usq.edu.au/handbook/2003/business/polproc/index.htm or in the printed version of the current USQ Handbook.

ASSESSMENT NOTES

1 Assignments: (i) The due date for an assignment is the date by which a student must despatch the assignment to the USQ. The onus is on the student to provide proof of the despatch date, if requested by the Examiner. (ii) Students must retain a copy of each item submitted for assessment. This must be produced within five days if required by the Examiner. (iii) The Examiner may grant an extension of the due date of an assignment in extenuating circumstances. Students may apply for an extension through the DEC before the due date or by including an application with the submitted assignment after the due date. Such applications should be in writing and include supporting documentary evidence. The authority for granting extensions rests with the relevant Examiner. (iv) The Examiner will normally only accept assessments that have been written, typed or printed on paper-based media. (v) Students who do not have regular access to postal services or who are otherwise disadvantaged by these regulations may be given special consideration. They should contact the Examiner to negotiate such special arrangements. (vi) In the event that a due date for an assignment falls on a local public holiday in their area, such as a Show holiday, the due date for the assignment will be the next day. Students are to note on the assignment cover the date of the public holiday for the Examiner's convenience.

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 the assignments.