



# HRMT11010 Organisational Behaviour

## Term 2 - 2024

Profile information current as at 30/06/2024 01:31 am

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 2 - 2024

- 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: 10%

#### 2. **Written Assessment**

Weighting: 40%

#### 3. **Essay**

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



### Alignment of Assessment Tasks to Learning Outcomes

Assessment Tasks	Learning Outcomes		
	1	2	3
1 - Online Quiz(zes) - 10%	•	•	•
2 - Written Assessment - 40%	•	•	•
3 - Essay - 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			
10 - Aboriginal and Torres Strait Islander Cultures			

## Textbooks and Resources

### Textbooks

HRMT11010

#### Prescribed

#### Organisational Behaviour

Edition: Ninth

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

ISBN: ISBN: 9780655707950

### IT Resources

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

- CQUniversity Student Email
- Internet
- Unit Website (Moodle)

## 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

**Prikshat Verma** Unit Coordinator  
[p.verma3@cqu.edu.au](mailto:p.verma3@cqu.edu.au)

## Schedule

### Week 1 - 08 Jul 2024

Module/Topic	Chapter	Events and Submissions/Topic
What is Organisational Behaviour?	Chapter 1	

### Week 2 - 15 Jul 2024

Module/Topic	Chapter	Events and Submissions/Topic
Diversity in organisations	Chapter 2	Quiz 1 (Finishing on 21st July 2024)

### Week 3 - 22 Jul 2024

Module/Topic	Chapter	Events and Submissions/Topic
Attitudes and job satisfaction	Chapter 3&4	Quiz 2 (Finishing on 28th July 2024)

### Week 4 - 29 Jul 2024

Module/Topic	Chapter	Events and Submissions/Topic
Emotions and moods	Chapter 5	Quiz 3 (Finishing on 4th August 2024)

### Week 5 - 05 Aug 2024

Module/Topic	Chapter	Events and Submissions/Topic
Perception, Individual Decision Making, Motivation	Chapter 6 & 7	

### Vacation Week - 12 Aug 2024

Module/Topic	Chapter	Events and Submissions/Topic
<b>Week 6 - 19 Aug 2024</b>		
Module/Topic	Chapter	Events and Submissions/Topic
Foundations of group behaviour	Chapter 8	
<b>Week 7 - 26 Aug 2024</b>		
Module/Topic	Chapter	Events and Submissions/Topic
Communication	Chapter 10	
<b>Week 8 - 02 Sep 2024</b>		
Module/Topic	Chapter	Events and Submissions/Topic
Leadership	Chapter 11	
<b>Week 9 - 09 Sep 2024</b>		
Module/Topic	Chapter	Events and Submissions/Topic
Power and politics	Chapter 12	<b>REFLECTIVE ESSAY</b> Due: Week 9 Wednesday (11 Sept 2024) 10:45 pm AEST
<b>Week 10 - 16 Sep 2024</b>		
Module/Topic	Chapter	Events and Submissions/Topic
Conflict and resolution	Chapter 13	
<b>Week 11 - 23 Sep 2024</b>		
Module/Topic	Chapter	Events and Submissions/Topic
Foundations of organisation structure	Chapter 14	
<b>Week 12 - 30 Sep 2024</b>		
Module/Topic	Chapter	Events and Submissions/Topic
Organisational Culture	Chapter 12	
<b>Week 13 - Essay Assessment Due - 09 Oct 2024</b>		
Module/Topic	Chapter	Events and Submissions/Topic
The students have to write a narrative essay weighing 50%. The details will be provided in week 9	To be informed in 9th week	<b>Written Essay</b> Due: Review/Exam Week Wednesday (9 Oct 2024) 11:45 pm AEST

## Assessment Tasks

### 1 Online Quiz(zes)

#### Assessment Type

Online Quiz(zes)

#### Task Description

This assessment comprises of three online quizzes. Only the best two (2) 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	Sunday 21 July 2024, 11.45 p.m. AEST

2	Chapter 2	Sunday 28 July 2024, 11.45 p.m. AEST
3	Chapter 3	Sunday 4 August 2024, 11.45 p.m. AEST

**Number of Quizzes**

3

**Frequency of Quizzes**

Weekly

**Assessment Due Date****Return Date to Students**

The marks will be visible to students after the attempt.

**Weighting**

10%

**Assessment Criteria**

Each quiz has 10 questions, and each correct answer earns one (1) point.

While this assessment has three online quizzes, only the best two scores will contribute to your Assessment 1 score.

At the end of the final quiz, your Assessment 1 results will be automatically scaled to a score out of 10.

**Referencing Style**

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

**Submission**

No submission method provided.

**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.

## 2 REFLECTIVE 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.

**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 1800 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. Students must cite recent and relevant peer-reviewed academic references in this assessment (preferably post-2018 articles)

**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 Wednesday (11 Sept 2024) 10:45 pm AEST

**Return Date to Students**

Week 11 Wednesday (25 Sept 2024)

**Weighting**

40%

## 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 relevant peer-reviewed academic references in this assessment from the text book or 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

No submission method provided.

## 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.

## 3 Written Essay

### Assessment Type

Essay

### Task Description

For this assignment, you are required to delve into a concept/theory (to be given by the coordinator) discussed in the unit and create hypothetical scenario/s that illustrate key dimensions and concepts of a theory. You can utilise any Generative AI tool (such as ChatGPT) as a tool to generate realistic scenarios based on the principles and characteristics of the given theory.

**Word count:** 2000 words +/-10% (excluding the reference list)

Following steps are required:

#### 1.Scenario creation :

- Using Generative AI, generate short hypothetical scenarios that exemplify various dimensions or concepts of the given theory.
- Each scenario should include details of the specific dimensions of the theory provided.
- Aim for scenarios that are realistic, engaging, and reflective of contemporary practices around given theory.

#### 2.Scenario analysis

- After creating short scenarios for specific dimensions of the given theory provide a concluding analysis how the scenarios illustrate specific dimensions of the given theory.
- Identify and discuss key elements and concepts that have been covered in the scenarios related to the given theory.

**\*Note:** Ensure that your scenarios are ethically sound and align with dimension of the given theory. Use must use Generative AI responsibly to enhance your scenario creation and keep in mind the following points:

- Paraphrase the scenarios in your own words.
- Avoid scenarios that promote discrimination, bias, or unethical behaviours.
- Demonstrate your critical thinking skills in applying given theory to practical contexts

This task requires you to engage in extensive research within the academic literature, peer-reviewed academic journal articles in particular. Students must cite recent and relevant peer-reviewed academic references (minimum 6



references) specifically in the introduction and scenario analysis for this assessment (preferably post-2018 articles).

**Objective:**

The objective of this assignment is to examine students' understanding of theories through application in practical situations. By creating hypothetical scenarios, students will demonstrate their ability to identify and explain key dimensions of the chosen theory in a contextually relevant manner.

Full details for accessing the assessment will be provided on the unit Moodle site from Week 9.

**Assessment Due Date**

Review/Exam Week Wednesday (9 Oct 2024) 11:45 pm AEST

**Return Date to Students**

**Weighting**

50%

**Assessment Criteria**

The students will be assessed on the basis of exploring the given theory and its dimension through creation of hypothetical scenarios. Students will be further assessed on their ability to identify and explain key dimensions of the chosen theory in a contextually relevant manner. Following is the break up of the assessment marks:

**Analysis (25%):** The essay demonstrates a detailed understanding and critical analysis of the theory and its dimensions.

**Application of literature/theory (25%):** The essay demonstrates the application of the relevant concepts relating to the hypothetical scenario/s that illustrate key dimensions of the given theory. Clarity and relevance of the created scenarios in depicting the chosen theory's dimensions.

**Research (20%):** The essay demonstrates extensive research and understanding of the key elements of the given theory through practical scenarios. The essay should have relevant peer-reviewed academic references in this assessment from the text book or 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 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.

**\*The total marks for the essay 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**

No submission method provided.

**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.

## 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