



MGT200 ORGANISATIONAL BEHAVIOUR T318 - Brief

All information contained within this Subject Outline applies to all students enrolled in the trimester as indicated.

1. General Information

1.1 Administrative Details

Associated HE Award(s)	Duration	Level	Subject Coordinator
B Bus (Accg); B Bus (Mgt & Finance)	1 trimester	Level 2	Fadi Kotob Fadi.Kotob@koi.edu.au P: 92833583 (Ext.156) L: Level 1, 545 Kent St. Consultation: via Moodle or by appointment.

1.2 Core / Elective

This is a core subject for the above courses.

1.3 Subject Weighting

Indicated below is the weighting of this subject and the total course points.

Subject Credit Points	Total Course Credit Points
4	BBus (Accg) 96; BBus (Mgt & Finance) 96

1.4 Student Workload

Indicated below is the expected student workload per week for this subject.

No. timetabled hours/week*	No. personal study hours/week**	Total workload hours/week***
4 hours/week (2 hour Lecture + 2 hour Tutorial)	6 hours/week	10 hours/week

* Total time spent per week at lectures and tutorials

** Total time students are expected to spend per week in studying, completing assignments, etc.

*** Combination of timetable hours and personal study.

1.4 Mode of Delivery On-campus

1.5 Pre-requisites BUS106A Intro to Business – A OR MGT100 Intro to Management and BUS100 Professional Communication Skills (previously named Business Study Skills).

1.6 General Study and Resource Requirements

- Students are expected to attend classes with the required textbook and to read specific chapters prior to the tutorials. This will improve their ability to participate in the weekly activities.
- Students will require access to the internet and their KOI email and should have basic skills in word processing software such as MS Word, spreadsheet software such as MS Excel and visual presentation software such as MS PowerPoint.
- Computers and WIFI facilities are extensively available for student use throughout KOI. Students are encouraged to make use of the campus Library for reference materials.

Resource requirements specific to this subject. There are no specific resources required for this subject.

2. Academic Details









2.1 Overview of the Subject

The subject of study focuses on the individual and group processes of organisational behaviour, motivation, teamwork and performance, the effects of different communication styles, types of conflict, leadership, and the skills for contributing to organisational effectiveness and effective change. The cultural, ethical and social concerns of organisational behaviour are reviewed.

2.2 Graduate Attributes for Undergraduate Courses

Graduates of the *Bachelor of Business (Accounting)*, and the *Bachelor of Business (Management and Finance)* courses from King's Own Institute will gain the graduate attributes expected from successful completion of a Bachelor's degree under the Australian Qualifications Framework (2nd edition, January 2013). Graduates at this level will be able to apply an advanced body of knowledge in a range of contexts for professional practice or scholarship and as a pathway for further learning.

King's Own Institute's key generic graduate attributes for a bachelor's level degree are summarised below:

	KOI Bachelor Degree Graduate Attributes	Detailed Description
	Knowledge	Current, comprehensive and coherent knowledge
	Critical Thinking	Critical thinking and creative skills to analyse and synthesise information and evaluate new problems
	Communication	Communication skills for effective reading, writing, listening and presenting in varied modes and contexts and for transferring knowledge and skills to others
	Information Literacy	Information and technological skills for accessing, evaluating, managing and using information professionally
	Problem Solving Skills	Skills to apply logical and creative thinking to solve problems and evaluate solutions
	Ethical and Cultural Sensitivity	Appreciation of ethical principles, cultural sensitivity and social responsibility, both personally and professionally
	Teamwork	Leadership and teamwork skills to collaborate inspire colleagues and manage responsibly with positive results.
	Professional Skills	Professional skills to exercise judgement in planning, problem solving and decision making




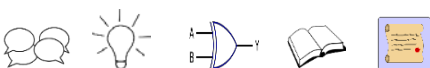
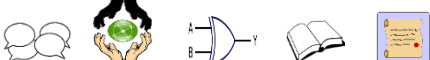
Across the course, these skills are developed progressively at three levels:

- **Level 1 Foundation** – Students learn the basic skills, theories and techniques of the subject and apply them in basic, stand-alone contexts.
- **Level 2 Intermediate** – Students further develop skills, theories and techniques of the subject and apply them in more complex contexts, beginning to integrate the application with other subjects.
- **Level 3 Advanced** – Students have a demonstrated ability to plan, research and apply the skills, theories and techniques of the subject in complex situations, integrating the subject content with a range of other subject disciplines within the context of the course.

2.3 Subject Learning Outcomes

This is a Level 2 subject.

Listed below, are *key* knowledge and skills students are expected to attain by successfully completing this subject:

Subject Learning Outcomes	Contribution to Course Graduate Attributes
a) Explain how theories of organisational behaviour may be applied in an organisational setting.	
b) Evaluate potential organisational problem situations and formulate proactive managerial interventions, with special sensitivity to cultural, ethical and social concerns.	
c) Locate relevant research and compare and critique the findings on current developments in organisational behaviour.	
d) Communicate effectively in oral and/or written forms about organisational behaviour theories and their application with appropriate concepts and logical arguments.	
e) Apply knowledge of leadership principles and processes to explain and exact effective leader and follower behaviours.	

2.4 Subject Content and Structure

Below are details of the subject content and how it is structured, including specific topics covered in lectures and tutorials. Reading refers to the text unless otherwise indicated.

Weekly Planner:

Week beginning	Topic covered in each week's lecture	Reading(s)	Expected work
1 05 Nov	Introduction to Organisational Behaviour	Essential Reading Robbins and Judge 2015 Ch. 1 McShane et al. (2016) Ch 1. Recommended Reading Wertheim n.d.	Tutorial Exercises
2 12 Nov	Individual behaviour, values and personality	Essential Reading McShane et al (2016) Ch. 2 Recommended Reading Furnham, Richards & Paulhus, 2013. McCrinkle, 2014 Generations Defined.	Introduction to reviewing journal articles Tutorial Exercises
3 19 Nov	Perception and Self-concepts	Essential Reading McShane et al. (2016) Ch. 3 Recommended Reading Lazaroiu, 2015	Tutorial Exercises Intro to journal article research
4 26 Nov	Attitudes, emotions and stress	Essential Reading McShane et al Ch 4 Recommended Reading Omar, Halim, Zainah & Farhadi, 2011. Pugh, Groth, & Hennig-Thurau, 2011	Tutorial Exercises
5 03 Dec	Motivation	Essential Reading Robbins et al. (2015) Ch. 5 Recommended Reading Adams, 2015 Reardon, 2007	Tutorial Exercises
6 10 Dec	Decision Making and Creativity	Essential Reading McShane et al. (2016) Ch 7 Recommended Reading Salas, Shuffler, Thayer, Bedwell, Lazzara, 2015	Individual Essay research based (Individual Assessment)

7 17 Dec	Team Dynamics	Essential Reading McShane et al. (2016) Ch. 8 Recommended Reading Heskett. 2014	Tutorial Exercises
23 Dec 2018 – 06 Jan 2019	Mid Trimester break		
8 07 Jan	Leadership	Essential Reading McShane et al. (2016) Ch. 10 Recommended Reading Anderson & Brion, 2014	Tutorial Exercises
9 19 Jan	Conflict and Negotiation	Essential Reading McShane et al. (2016) Ch. 11 Recommended Reading Tjosvold, Wong & Feng Chen, 2014 Chaudhry, Javed & Sabir, 2012.	Tutorial Exercises
10 21 Jan	Organisational culture	Essential Reading McShane et al. (2016) Ch. 14 Recommended Reading Schneider, Ehrhart, & Macey, 2013	Week 10 – 11 Group Assignment (Portfolio and Group Poster Presentation)
11 28 Jan	Organisational change and innovation	Essential Reading McShane et al. (2016) Ch. 15 Recommended Reading Sarros, Cooper, & Santora, 2008.	Week 10 – 11 Group Assignment (Portfolio and Group Poster Presentation)
12 04 Feb	Subject review		Pre-examination preparation
13 11 Feb	Study Review Week		
14 18 Feb	Final Exam Week	Please see Exam Timetable for exam date, time and location	
15 25 Feb	Student Vacation begins Enrolments for T119 open		
16 04 Mar	Results Released 05 Mar 2019 Certification of Grades 08 Mar 2019		
T119 begins 11 Mar 2019			
1 11 Mar	Week 1 of classes for T119 Friday 08 Mar 2019 – Review of Grade Day for T318 – see Sections 2.6 and 3.6 below for more information.		

2.7 Teaching Methods/Strategies

Briefly described below are the teaching methods/strategies used in this subject:

- *On-campus lectures* (2 hours/week) are conducted in seminar style and address the subject content, provide motivation and context and draw on the students' experience and preparatory reading.
- *Tutorials* (2 hours/week) include class discussion of case studies and research papers, practice sets and problem-solving and syndicate work on group projects. Tutorial participation is an essential component of the subject and contributes to the development of graduate attributes (see section 2.2 above). It is intended that specific tutorial material such as case studies, recommended readings, review questions etc. will be made available each week in Moodle.
- *Online* teaching resources include class materials, readings, model answers to assignments and exercises and discussion boards. All online materials for this subject as provided by KOI will be found in the Moodle page for this subject. Students should access Moodle regularly as material may be updated at any time during the trimester
- *Other contact* - academic staff may also contact students either via Moodle messaging, or via email to the email address provided to KOI on enrolment.

2.8 Student Assessment

Provided below is a schedule of formal assessment tasks and major examinations for the subject.

Assessment Type	When Assessed	Weighting	Learning Outcomes Assessed
Individual Essay – research based (Individual Assessment), 1500 (+/- 10%) words in essay format.	Week 6	30%	a, b, c, d, e
Portfolio and Group Poster Presentation (Group Assignment)	Week 10-11	20%	a, b, c, d, e
Final examination (2 hours) (Individual Assessment)	Final Exam Period	50%	a, c, e

Requirements to Pass the Subject:

To gain a pass or better in this subject, students must gain a *minimum of 50%* of the total available subject marks.

2.9 Prescribed and Recommended Readings

Prescribed Text:

McShane, S., Olekalns, M., and Travaglione, T., 2016. *Organizational Behaviour: Emerging Knowledge.Global Insights*. Asia-Pacific Edition. 5th ed. North Ryde: McGraw-Hill Australia.