



MGT202 THE LEARNING ORGANISATION T320 Brief

All information in the Subject Outline is correct at the time of approval. KOI reserves the right to make changes to the Subject Outline if they become necessary. Any changes require the approval of the KOI Academic Board and will be formally advised to those students who may be affected by email and via Moodle.

Information contained within this Subject Outline applies to 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	Mr Atta Adu-Osae atta.aduosae@koi.edu.au P: 92833583 L: Level 1, 545 Kent St. Consultation: via Moodle or by appointment

1.2 Core / Elective

This is an elective subject for B Bus (Accg) and B Bus (Mgt & Finance).

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.

1.5 Mode of Delivery Blended, that is face-to-face/online

1.6 Pre-requisites BUS106A Intro to Business – A OR
BUS100 Professional Communication Skills (previously named Business Study Skills) AND
MGT200 Organisational Behaviour

1.7 General Study and Resource Requirements

- Students are expected to attend classes with the required textbook and to read specific chapters prior to the tutorials. Students should read this material before coming to class to improve their ability to participate in the weekly activities.
- Students will require access to the internet and 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 for this subject.

2 Academic Details









2.1 Overview of the Subject

This subject is designed to develop students' sensitivity to the importance of learning in organisations. It enables students to evaluate the individual and collective processes of learning as well as organisational practices that enable learning in organisations. By integrating current *Organisational Learning* and *Learning Organisation* perspectives, the subject emphasises the link between learning and the broader strategic and socio-cultural contexts of organisations. On a practical level, the subject assists students in developing their learning skills for academic and professional purposes.

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 achieve 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 skills to a variety of audiences
	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 sources
	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 Graduate Attributes
a) Explain theoretical perspectives on the individual and collective processes of organisational learning	
b) Critically evaluate the factors contributing to effective learning in organisations	
c) Practice and apply effective learning strategies and skills	
d) Demonstrate the role of Ethics in a learning organisation	

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 as listed in Moodle
1 02 Nov	Introduction to organisational learning and learning organisations	Ch. 1	Tutorial exercises
2 09 Nov	Individual & Group. Theories of learning. (How persons and their brains learn)	Chs. 3, 4	Tutorial exercises
3 16 Nov	Types and styles of learning (How learning happens and the best ways to learn)	Ch. 5	Tutorial exercises
4 23 Nov	The individual as agent of organisational learning	Ch. 9	Tutorial exercises Formation of groups
5 30 Nov	Organisation. Knowledge organisations and organisational knowledge	Ch. 8	Tutorial exercises Assessment 1 due: Essay
6 07 Dec	Managing learning and knowledge through systems, people and technology	Ch. 10	Tutorial exercises
7 14 Dec	Learning organisation	Ch. 13	Tutorial exercises
20 Dec 2020 – 03 Jan 2021	Mid trimester break		
8 04 Jan	Leadership, ethics and learning	Chs. 6, 7	Tutorial exercises
9 11 Jan	Strategy, change and learning	Chs. 8, 14	Tutorial exercises

10 18 Jan	World. Globalisation and culture as contexts of learning in organisations	Ch. 12	Assessment 2 due: Group Presentations and written reports Tutorial exercises
11 25 Jan	Group presentations		Tutorial exercises
12 01 Feb	Bringing it all together	Ch. 16	Exam Revision
13 07 Feb	Study Review Week		
14 15 Feb	Final Exam Week	Please see Exam Timetable for exam date, time and location	
15 21 Feb	Student Vacation begins Enrolments for T121 open		
16 02 Mar	Results Released 02 Mar 2021 Certification of Grades 05 Mar 2021		
T121 begins 09 Mar 2021			
1 08 Mar	Week 1 of classes for T121 Friday 05 Mar 2021 – Review of Grade Day for T320 – see Sections 2.6 and 3.2 below for more information.		

2.7 Teaching Methods/Strategies

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

- *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. Tutorials often include group exercises and so contribute to the development of teamwork skills and cultural understanding. Tutorial participation is an essential component of the subject and contributes to the development of many of the graduate attributes (see section 2.2 above). Tutorial participation contributes towards the assessment in many subjects (see details in Section 3.1 for this subject). Supplementary 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
Assessment 1: Reflective essay 1500+_ 10% word – Individual assessment	Week 5	25%	a, b, c
Assessment 2: Group assignment incl. 25 min. presentation and 400 words per a group member report	Week 10 Report Oral Presentation	25%	a, b, c, d
Assessment 3: Final examination	Final Exam Period	50%	a, b, c, d

Assessment Type	When Assessed	Weighting	Learning Outcomes Assessed
(2,5 hours plus 10 minutes reading time)			

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 Readings

Prescribed Text:

Smith, R., 2016. *Organisational learning: an integrated HR and knowledge management perspective*. [e – book] New York: Routledge. Available from ProQuest Central.