



UNSW Course Outline

BLDG3011 Organisational & People Management in Construction - 2024

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General Course Information

Course Code : BLDG3011

Year : 2024

Term : Term 1

Teaching Period : T1

Is a multi-term course? : No

Faculty : Faculty of Arts, Design and Architecture

Academic Unit : School of Built Environment

Delivery Mode : Multimodal

Delivery Format : Standard

Delivery Location : Kensington

Campus : Sydney

Study Level : Undergraduate

Units of Credit : 6

Useful Links

[Handbook Class Timetable](#)

Course Details & Outcomes

Course Description

Organisational & People Management in Construction covers an introduction to the critical role of human resource management (HRM) in the construction sector's efficiency, effectiveness, and productivity. It will discuss the theories of management and the importance of people in an

organisation. It will explore the mechanisms by which managers can create an engaged workforce and will discuss the challenges of communicating business issues across an industry that is by nature project-based, its groups and networks temporary in nature, and relationships and interactions continually change to reflect the dynamic nature of the workplace. You will learn methods to manage industrial relations and related legal and regulatory constraints.

Course Aims

Course Learning Outcomes

Course Learning Outcomes
CL01 : Argue the primary forces influencing organisational behaviour.
CL02 : Assess risks and opportunities in business and people management.
CL03 : Demonstrate people management behaviours within construction organisations.
CL04 : Communicate business decisions to organisational staff and stakeholders.

Course Learning Outcomes	Assessment Item
CL01 : Argue the primary forces influencing organisational behaviour.	<ul style="list-style-type: none">• Online Quiz• Personal Development Plan• Draft Incident Report• Incident Report and Implementation Plan
CL02 : Assess risks and opportunities in business and people management.	<ul style="list-style-type: none">• Online Quiz• Personal Development Plan• Draft Incident Report• Incident Report and Implementation Plan
CL03 : Demonstrate people management behaviours within construction organisations.	<ul style="list-style-type: none">• Online Quiz• Personal Development Plan• Draft Incident Report• Incident Report and Implementation Plan
CL04 : Communicate business decisions to organisational staff and stakeholders.	<ul style="list-style-type: none">• Personal Development Plan• Draft Incident Report• Incident Report and Implementation Plan

Learning and Teaching Technologies

Moodle - Learning Management System

Assessments

Assessment Structure

Assessment Item	Weight	Relevant Dates
Online Quiz Assessment Format: Individual	20%	Start Date: Not Applicable Due Date: Not Applicable
Personal Development Plan Assessment Format: Individual	25%	Due Date: 10/03/2024 11:59 PM
Draft Incident Report Assessment Format: Group	20%	Due Date: 02/04/2024 12:00 AM
Incident Report and Implementation Plan Assessment Format: Group	35%	Due Date: 21/04/2024 02:00 AM

Assessment Details

Online Quiz

Assessment Overview

You will be quizzed on your understanding of lecture and tutorial content. Automatic feedback will be provided.

Course Learning Outcomes

- CL01 : Argue the primary forces influencing organisational behaviour.
- CL02 : Assess risks and opportunities in business and people management.
- CL03 : Demonstrate people management behaviours within construction organisations.

Detailed Assessment Description

There are five tutorial submissions and four online quizzes to consolidate your understandings on the lecture contents.

Assignment submission Turnitin type

Not Applicable

Personal Development Plan

Assessment Overview

You will develop an individual personal development plan connected to your research of an organisation. Grading will be done against assessment criteria accompanied by written feedback.

Course Learning Outcomes

- CL01 : Argue the primary forces influencing organisational behaviour.

- CL02 : Assess risks and opportunities in business and people management.
- CL03 : Demonstrate people management behaviours within construction organisations.
- CL04 : Communicate business decisions to organisational staff and stakeholders.

Assignment submission Turnitin type

This assignment is submitted through Turnitin and students can see Turnitin similarity reports.

Draft Incident Report

Assessment Overview

You will develop a report of a severe issue/incident that would profoundly impact an organisation in the construction industry. Grading will be done against assessment criteria accompanied by written feedback to the group.

Course Learning Outcomes

- CL01 : Argue the primary forces influencing organisational behaviour.
- CL02 : Assess risks and opportunities in business and people management.
- CL03 : Demonstrate people management behaviours within construction organisations.
- CL04 : Communicate business decisions to organisational staff and stakeholders.

Assignment submission Turnitin type

This assignment is submitted through Turnitin and students can see Turnitin similarity reports.

Incident Report and Implementation Plan

Assessment Overview

You will develop the incident report from assessment 2 including recommendations and an implementation plan. Grading will be done against assessment criteria accompanied by written feedback to the group. Individual contributions will be assessed.

Course Learning Outcomes

- CL01 : Argue the primary forces influencing organisational behaviour.
- CL02 : Assess risks and opportunities in business and people management.
- CL03 : Demonstrate people management behaviours within construction organisations.
- CL04 : Communicate business decisions to organisational staff and stakeholders.

General Assessment Information

Grading Basis

Standard

Course Schedule

Teaching Week/Module	Activity Type	Content
Week 0 : 5 February - 11 February	Studio	Orientation week
Week 1 : 12 February - 18 February	Lecture	Introduction to BLDG3011 and learning activities Discussion on organisation structures and Communication and strategies Human Resources Management overview
Week 2 : 19 February - 25 February	Lecture	Discussion on negotiation and interpersonal skills and major assignment cenarios and team charter
Week 3 : 26 February - 3 March	Lecture	Discussion on performance management, personal development, and the management of an organisation and role of employees.
Week 4 : 4 March - 10 March	Lecture	Discussion on diversity, mentoring, talent acquisition, succession planning, business systems and ethics
Week 5 : 11 March - 17 March	Lecture	Organisation culture, leadership
	Online Activity	Online quiz 3
	Tutorial	Tutorial submission 3
Week 6 : 18 March - 24 March	Other	Flexible and self learning week
Week 7 : 25 March - 31 March	Lecture	Discussion on the development and management of high performance teams (HPT)
Week 8 : 1 April - 7 April	Lecture	Discussion on legal framework, statutory obligations, governance of people management.
Week 9 : 8 April - 14 April	Lecture	Discussion on workplace relations management
Week 10 : 15 April - 21 April	Lecture	Summary and review, and consultation on major assignment in the context of displaying critical thinking and learned techniques.

Attendance Requirements

Students are strongly encouraged to attend all classes and review lecture recordings.

General Schedule Information

Please refer to the learning program provided in the course moodle website for further details.

Course Resources

Course Evaluation and Development

We encourage and support students to maintain regular contact with the course convenor to provide informal feedback throughout the course. For specific issues or detailed feedback, please arrange a meeting with the course convenor via email.

In this course there is an option for students to provide anonymous feedback via the course's Moodle page, which is directly sent to the convenor. As a final step, students are invited to share their insights and experiences by completing the MyExperience survey. The feedback gathered each year is integral to the continuous enhancement and development of the course.

Staff Details

Position	Name	Email	Location	Phone	Availability	Equitable Learning Services Contact	Primary Contact
	Zhuoyuan Wang					No	Yes

Other Useful Information

Academic Information

Due to evolving advice by NSW Health, students must check for updated information regarding online learning for all Arts, Design and Architecture courses this term (via Moodle or course information provided).

Please see: <https://www.unsw.edu.au/arts-design-architecture/student-life/resources-support/protocols-guidelines> for essential student information relating to:

- UNSW and Faculty policies and procedures;
- Student Support Services;
- Dean's List;
- review of results;
- credit transfer;
- cross-institutional study and exchange;
- examination information;
- enrolment information;
- Special Consideration in the event of illness or misadventure;
- student equity and disability;

And other essential academic information.

Academic Honesty and Plagiarism

Plagiarism is using the words or ideas of others and presenting them as your own. It can take many forms, from deliberate cheating to accidentally copying from a source without acknowledgement.

UNSW groups plagiarism into the following categories:

- Copying: Using the same or very similar words to the original text or idea without acknowledging the source or using quotation marks. This includes copying materials, ideas or concepts from a book, article, report or other written document, presentation, composition,

artwork, design, drawing, circuitry, computer program or software, website, internet, other electronic resource, or another person's assignment without appropriate acknowledgement.

- Inappropriate paraphrasing: Changing a few words and phrases while mostly retaining the original information, structure and/or progression of ideas of the original without acknowledgement. This also applies in presentations where someone paraphrases another's ideas or words without credit and to piecing together quotes and paraphrases into a new whole, without appropriate referencing.
- Collusion: Working with others but passing off the work as a person's individual work. Collusion also includes providing your work to another student for the purpose of them plagiarising, paying another person to perform an academic task, stealing or acquiring another person's academic work and copying it, offering to complete another person's work or seeking payment for completing academic work.
- Inappropriate citation: Citing sources which have not been read, without acknowledging the "secondary" source from which knowledge of them has been obtained.
- Duplication ("self-plagiarism"): Submitting your own work, in whole or in part, where it has previously been prepared or submitted for another assessment or course at UNSW or another university.

The UNSW Academic Skills support offers resources and individual consultations. Students are also reminded that careful time management is an important part of study. One of the identified causes of plagiarism is poor time management. Students should allow sufficient time for research, drafting and proper referencing of sources in preparing all assessment items. UNSW Library has the ELISE tool available to assist you with your study at UNSW. ELISE is designed to introduce new students to studying at UNSW, but it can also be a great refresher during your study.

Completing the ELISE tutorial and quiz will enable you to:

- analyse topics, plan responses and organise research for academic writing and other assessment tasks
- effectively and efficiently find appropriate information sources and evaluate relevance to your needs
- use and manage information effectively to accomplish a specific purpose
- better manage your time
- understand your rights and responsibilities as a student at UNSW
- be aware of plagiarism, copyright, UNSW Student Code of Conduct and Acceptable Use of UNSW ICT Resources Policy
- be aware of the standards of behaviour expected of everyone in the UNSW community
- locate services and information about UNSW and UNSW Library

Use of AI for assessments

As AI applications continue to develop, and technology rapidly progresses around us, we remain

committed to our values around academic integrity at UNSW. Where the use of AI tools, such as ChatGPT, has been permitted by your course convener, they must be properly credited and your submissions must be substantially your own work.

In cases where the use of AI has been prohibited, please respect this and be aware that where unauthorised use is detected, penalties will apply.

[Use of AI for assessments | UNSW Current Students](#)

Submission of Assessment Tasks

Turnitin Submission

If you encounter a problem when attempting to submit your assignment through Turnitin, please telephone External Support on 9385 3331 or email them on externalteltsupport@unsw.edu.au

Support hours are 8:00am – 10:00pm on weekdays and 9:00am – 5:00pm on weekends (365 days a year). If you are unable to submit your assignment due to a fault with Turnitin, you may apply for an extension, but you must retain your ticket number from External Support (along with any other relevant documents) to include as evidence to support your extension application. If you email External Support, you will automatically receive a ticket number, but if you telephone, you will need to specifically ask for one. Turnitin also provides updates on their system status on Twitter.

Generally, assessment tasks must be submitted electronically via either Turnitin or a Moodle assignment. In instances where this is not possible, alternative submission details will be stated on your course's Moodle site. For information on how to submit assignments online via Moodle: <https://student.unsw.edu.au/how-submit-assignment-moodle>

Late Submission Penalty

UNSW has a standard late submission penalty of:

- 5% per calendar day,
- for all assessments where a penalty applies,
- capped at five calendar days (120 hours) from the assessment deadline, after which a student cannot submit an assessment, and
- no permitted variation.

Students are expected to manage their time to meet deadlines and to request [Special](#)

[Consideration](#) as early as possible before the deadline. Support with [Time Management is available here](#).

School Contact Information

beadmin@unsw.edu.au