ZBUS8102 Organisational Behaviour - 2024

Published on the 30 Jun 2024

General Course Information

Course Code : ZBUS8102
Year : 2024
Term : Semester 2
Teaching Period : Z2
Is a multi-term course? : No
Faculty : UNSW Canberra
Academic Unit : UC School of Business
Delivery Mode : Online
Delivery Format : Standard
Delivery Location : UNSW Canberra at ADFA
Campus : UNSW Canberra
Study Level : Postgraduate
Units of Credit : 6

<u>Useful Links</u>

<u>Handbook</u> <u>Class Timetable</u>

Course Details & Outcomes

Course Description

Organisational behaviour (OB) is an interdisciplinary discipline that integrates insights from psychology, anthropology, philosophy, and sociology to explain human behaviour in organisational settings. Grounded on established concepts and theories, learners will develop

knowledge of the patterns of human behaviour in organisations from the individual, group, and organisational levels. They will also be exposed to contemporary research on important OB topics to establish the dynamic nature of organisational phenomena. With the ultimate goal of developing an evidence-based approach to problem-solving, this course provides learners with opportunities to critically reflect, formulate, and recommend evidence-based solutions to real-world organisational problems.

Course Aims

This course aims to equip students with foundational knowledge about organisational behaviour (OB). By learning OB concepts and theories, you will understand why people behave the way they do in organisations. Specifically, you will study the individual (e.g., personality, stress), group (e.g., power, politics), and organisational (e.g., culture, change) mechanisms that exist in organisations. Throughout this learning experience, you will develop knowledge, skills, and values that will enable you to solve real-world organisational challenges using an evidence-based approach. After completing this course, you will have a theoretical and practical grasp of the ingredients to fostering a meaningful and satisfying career within organisations.

Course Learning Outcomes

Course Learning Outcomes
CLO1 : Explain the interplay of individual, group, and organisational mechanisms of human behaviour in the context of organisations using key OB concepts and theories
CLO2 : Reflect on the social and ethical implications of organisational phenomena on individuals, groups, and organisations
CLO3 : Formulate and recommend evidence-based solutions and practical strategies to address organisational problems

Course Learning Outcomes	Assessment Item
CLO1 : Explain the interplay of individual, group, and organisational mechanisms of human behaviour in the context of organisations using key OB concepts and theories	• Problem Identification Paper • Evidence-Based Resolution Paper
CLO2 : Reflect on the social and ethical implications of organisational phenomena on individuals, groups, and organisations	• Initial Resolutions and Oral Presentation • Evidence-Based Resolution Paper
CLO3 : Formulate and recommend evidence-based solutions and practical strategies to address organisational problems	• Initial Resolutions and Oral Presentation • Evidence-Based Resolution Paper

Learning and Teaching Technologies

Moodle - Learning Management System | Blackboard Collaborate

Learning and Teaching in this course

Postgraduate students enter this course with first-hand experience of organisational life. Taking their background into consideration, the learning process aims to extend their prior knowledge through the following: (1) engaging with other experienced learners and peers; (2) reading and critically reflecting on foundational topics and research literature on organisational behaviour vis-a-vis real-world scenarios; and (3) applying what they have learned to develop viable, research-based and well-justified solutions and explanations of organisational phenomena.

This course utilises Class Collaborate, a virtual classroom system accessible via Moodle. There are 6 Class Collaborate sessions scheduled this semester. Students are strongly encouraged to attend the sessions. The sessions will be recorded and made available on Moodle for later review.

Workload

Students are expected to undertake an average of 10 hours of study per week for a 6 UOC course. This includes engagement with course readings and other activities, assessment preparation and research, as well as contact time with the lecturer and fellow students.

Other Professional Outcomes

Developing Program Attributes

Students will be encouraged to develop the following School of Business program attributes by undertaking the course activities and mastering the knowledge content:

1: Business knowledge

Students will make informed and effective selection and application of knowledge in a discipline or profession, in the contexts of local and/or global business.

2: Problem solving

Students will define and address business problems, and propose effective evidence-based solutions, through the application of rigorous analysis and critical thinking.

3: Business communication

Students will harness, manage, and communicate business information effectively using

multiple forms of communication across different channels.

4: Teamwork

Students will interact and collaborate effectively with others to achieve a common business purpose or fulfil a common business project, and reflect critically on the process and the outcomes.

5: Responsible business practice

Students will develop and be committed to responsible business thinking and approaches, which are underpinned by ethical professional practice and sustainability considerations.

6: Global and cultural competence

Students will be aware of business systems in the wider world and actively committed to recognise and respect the cultural norms, beliefs and values of others, and will apply this knowledge to interact, communicate and work effectively in diverse environments.

7: Leadership development

Students will develop the capacity to take initiative, encourage forward thinking and bring about innovation, while effectively influencing others to achieve desired results.

Developing Graduate Capabilities

Successful completion of this course contributes to the acquisition of UNSW graduate capabilities. UNSW aspires to develop globally focused graduates who are **rigorous scholars**, capable of **leadership** and **professional practice** in an **international** community.

Assessments

Assessment Structure

Assessment Item	Weight	Relevant Dates
Problem Identification Paper Assessment Format: Individual Short Extension: Yes (7 days)	30%	Start Date: Not Applicable Due Date: 16/08/2024 11:59 PM Post Date: 30/08/2024 11:30 PM
Initial Resolutions and Oral Presentation Assessment Format: Individual Short Extension: Yes (7 days)	30%	Start Date: Not Applicable Due Date: Part 1: Sept. 20, 2024 at 11:59 PM; Part 2: Sept. 25, 2024 at 11:59 PM Post Date: 04/10/2024 11:30 PM
Evidence-Based Resolution Paper Assessment Format: Individual	40%	Start Date: Not Applicable Due Date: 30/10/2024 11:59 PM Post Date: 28/11/2024 03:00 PM

Assessment Details
Problem Identification Paper

<u>Assessment Overview</u>

This assessment helps learners develop the ability to identify the core issue of an organisational behaviour (OB) problem by breaking down a problem from the individual, group, and/or organisational levels and analysing the interplay of person, situation and/or the interaction of these factors. If successfully completed, learners will be able to analyse complex OB challenges and identify the core issue, which when addressed, has the potential to positively impact problem resolution.

<u>Course Learning Outcomes</u>

- CLO1 : Explain the interplay of individual, group, and organisational mechanisms of human behaviour in the context of organisations using key OB concepts and theories

<u>Detailed Assessment Description</u>

Please see the course Moodle site for detailed description of this assessment. Information will be made available after 15 July 2024.

Permitted use of AI tools: SIMPLE EDITING ASSISTANCE

For this assessment task, you may use AI-based software to research and prepare prior to writing your assessment. You are permitted to use standard editing and referencing functions in various programs and/or software (e.g., Grammarly, Microsoft Office Spellcheck/Grammar Check, CiteAsYouWrite features in EndNote, Mendeley, or Zotero) that assist in spelling, grammar checking, and reference citation generation. You must not use any functions that generate or paraphrase passages of text, whether based on your own work or not.

Please note that your submission will be passed through an AI-generated text detection tool. If your marker has concerns that your answer contains passages of AI-generated text you may be asked to explain your work. If you are unable to satisfactorily demonstrate your understanding of your submission you may be referred to UNSW Conduct & Integrity Office for investigation for academic misconduct and possible penalties.

Please refer to the General Assessment Information section below for information on the requirement to include a cover sheet/declaration with all assessments, disclosing whether AI tools were used.

1500 words

Submission notes

Submit the problem identification paper along with a cover sheet through the Turnitin link available in the course Moodle site.

Assignment submission Turnitin type

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

Initial Resolutions and Oral Presentation

Assessment Overview

This assessment helps learners develop the ability to reflect on the interplay of individual, group, and organisational mechanisms of human behaviour as applied to real-world problems. Relatedly, this task allows learners to professionally present concrete and ethical ideas for effective problem-solving. If successfully completed, learners will be able to analyse and discuss complex OB challenges by identifying the core issue towards an evidence-based approach to problem-solving. Learners will also have the opportunity to engage with other learners through peer feedback.

Course Learning Outcomes

- CLO2 : Reflect on the social and ethical implications of organisational phenomena on individuals, groups, and organisations
- CLO3 : Formulate and recommend evidence-based solutions and practical strategies to address organisational problems

Detailed Assessment Description

This is a combined oral and written (i.e., peer feedback) assignment worth 30% of the course mark. The assessment has two parts (i.e., oral presentation, peer feedback).

Please see the course Moodle site for a detailed description of this assessment. Information will be made available after 15 July 2024.

Permitted use of AI tools: SIMPLE EDITING ASSISTANCE

For this assessment task, you may use AI-based software to research and prepare prior to recording your oral presentation and reflection, and writing your peer feedback. You are permitted to use standard editing and referencing functions in various software (e.g., Grammarly, Microsoft Office Spellcheck/Grammar Check, CiteAsYouWrite features in EndNote, Mendeley, or Zotero) that assist in spelling, grammar checking, and reference citation generation. You must

not use any functions that generate or paraphrase passages of text, whether based on your own work or not.

Please note that your submission will be passed through an AI-generated text detection tool. If your marker has concerns that your answer contains passages of AI-generated text you may be asked to explain your work. If you are unable to satisfactorily demonstrate your understanding of your submission you may be referred to UNSW Conduct & Integrity Office for investigation for academic misconduct and possible penalties.

Please refer to the General Assessment Information section below for information on the requirement to include a cover sheet/declaration with all assessments, disclosing whether AI tools were used.

<u>Assessment Length</u>

Part 1: Five-minute oral presentation; Part 2: Peer feedback.

<u>Assessment information</u>

Submission notes

For detailed instructions, please download the Assessment 2 guide from the course Moodle site. Please follow the unique Moodle submission guidelines for each part of the assessment.

Part 1: The Voice over PowerPoint oral presentation must be submitted to this course's Moodle Discussion Forum, which is accessible to enrolled students. A guidance video is available on the course Moodle site.

Part 2: Post a response on the discussion forum of the peer video presentations assigned to you. For detailed instructions, please refer to Assessment 2 guidelines available through the course Moodle site.

<u>Assignment submission Turnitin type</u>

Not Applicable

Evidence-Based Resolution Paper

<u>Assessment Overview</u>

This is the culminating assessment for the course. It evaluates the learners' ability to recommend evidence-based solutions to address the core issue of an organisational behaviour (OB) problem. As a concluding assessment, learners are expected to propose an ethical and effective evidence-based solution and implementation strategy to resolve the OB problem. It is

vital that learners conduct research and demonstrate their analytic and critical thinking skills to successfully complete this task. If successfully completed, learners will be able to analyse OB problems, identify the core issue, develop evidence-based solution(s), and devise an implementable strategy towards resolving an OB problem.

<u>Course Learning Outcomes</u>

- CLO1 : Explain the interplay of individual, group, and organisational mechanisms of human behaviour in the context of organisations using key OB concepts and theories
- CLO2 : Reflect on the social and ethical implications of organisational phenomena on individuals, groups, and organisations
- CLO3 : Formulate and recommend evidence-based solutions and practical strategies to address organisational problems

<u>Detailed Assessment Description</u>

Please see the course Moodle site for a detailed description of this assessment. Information will be made available after 15 July 2024.

Permitted use of AI tools: DRAFTING ASSISTANCE

As this assessment task involves some planning and creative processes, you are permitted to use software to generate initial ideas. However, you must develop or edit those ideas to such a significant extent that what is submitted is your own work (i.e., what is generated by the software should not be a part of your final submission). It is a good idea to keep copies of your initial drafts to show your lecturer if there is any uncertainty about the originality of your work. If you used AI, you are required to submit the original AI prompts and AI-generated responses as part of your assessment supplementary material.

Please note that your submission will be passed through an AI-text detection tool. If your marker has concerns that your answer contains passages of AI-generated text that have not been sufficiently modified you may be asked to explain your work, but we recognise that you are permitted to use AI generated text as a starting point and some traces may remain. If you are unable to satisfactorily demonstrate your understanding of your submission you may be referred to UNSW Conduct & Integrity Office for investigation for academic misconduct and possible penalties.

Please refer to the General Assessment Information section below for information on the requirement to include a cover sheet/declaration with all assessments, disclosing whether AI tools were used.

2000 words for the main paper and 1000 words for supplementary materials

Submission notes

Submit the evidence-based resolution paper with supplementary materials and cover page through the Turnitin link in the course Moodle site.

Assignment submission Turnitin type

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

General Assessment Information

Referencing

APA 7th Edition is the School's preferred referencing style.

Ethical and Responsible Use of Artificial Intelligence at UNSW

At UNSW, students must use artificial intelligence ethically and responsibly.

This includes:

- Adhering to course/assessment guidelines regarding use of AI tools;
- Acknowledging AI-generated content in your assessments, following UNSW guidance on Referencing and acknowledging the use of artificial intelligence tools. In the School of Business, students are required to include a **cover sheet/declaration** for all assessments (see the Assessments Hub on the Course Moodle site). If you do not submit a completed cover sheet/declaration with your assessment, you will be emailed to request resubmission of your assessment with the required cover sheet/declaration (noting your assessment will not be graded until the cover sheet is included);
- Not including your own or others' personal or private information in prompts;
- Verifying and critiquing all AI generated material; and
- Avoiding using AI tools to translate your writing.

Please refer to Ethical and Responsible Use of Artificial Intelligence at UNSW for further information.

Short Extensions (School of Business, Postgraduate)

An automatic Short Extension (without documentation) of **seven calendar days** may be available for some assessment tasks in this course. Please check assessment instructions and further guidance on the course Moodle site.

You can apply by accessing the Short Extension Student Portal on the Special Consideration

[login page](#).

Applications for Short Extensions MUST be submitted before the assessment due date. Late applications are not permitted. If you do not apply on time, you will have to submit a Special Consideration application with the appropriate supporting documentation, within 3 working days of the assessment due date.

Only one Short Extension can be granted for any given assessment. All subsequent extension requests must be submitted as a Special Consideration application.

For assessment tasks where a Short Extension is not available, students needing an extension (of any duration) must apply via the Special Consideration process.

Special Consideration

Applications for Special Consideration should be submitted BEFORE the assessment due date.

If extenuating circumstances prevent you from submitting an application before the due date, please notify your course convenor by email and submit the application as soon as possible.

If your application is approved, the outcome may be one of the following:

- A supplementary or alternative assessment,
- An extended deadline for the assessment (note the extension granted is normally equivalent to the period of impact outlined in your supporting documentation),
- An aggregated or averaged mark derived from other comparable completed assessments.

Please note, applying for Special Consideration does not automatically mean that you will be granted additional assessment, or that you will be awarded an amended result.

More information on Short Extensions and Special Consideration: https://www.student.unsw.edu.au/special-consideration.

Late Submission of Assessment

UNSW has a standard late submission penalty of:

- 5% per day,
- for all assessment tasks where a penalty applies,
- capped at five days (120 hours) from the assessment submission deadline. In case of approved Equitable Learning Plan (ELP) provision, special consideration or short extension, the late penalty applies from the date of approved time extension. After five days from the

original or extended deadline, a student cannot submit an assessment, and

- no permitted variation.

Students are expected to manage their time to meet assessment task submission and completion deadlines, and to apply for extensions as early as possible before the assessment task deadline.

<u>Grading Basis</u>

Standard

<u>Requirements to pass course</u>

Students must achieve at least 50% overall to pass the course. Students are expected to engage actively in course learning activities and attempt all assessment requirements in the course.

Course Schedule

Teaching Week/Module	Activity Type	Content
Week 1 : 15 July - 19 July	Topic	Introduction to Organisational Behaviour and the OB Problem-Solving Framework
Week 2 : 22 July - 26 July	Topic	The Individual Level: Values, Attitudes and Job Satisfaction
Week 3 : 29 July - 2 August	Topic	The Individual Level: Individual Differences and Emotions
	Other	An ungraded checkpoint quiz and progress reflection is available for students to assess their course progress before census date.
Week 4 : 5 August - 9 August	Topic	The Individual Level: Social Perception and Managing Diversity
Week 5 : 12 August - 16 August	Topic	The Individual Level: Motivation and Positive Organisational Behaviour
	Assessment	Assessment 1: Problem Identification Paper is due on August 16, 2024 (Friday). For detailed information about this assessment, please visit the course Moodle site.
Week 6 : 19 August - 23 August	Topic	The Group Level: Groups and Teams
Week 7 : 9 September - 13 September	Topic	The Group Level: Communication in the Digital Age
Week 8 : 16 September - 20 September	Topic	The Group Level: Managing Conflict and Negotiations; Decision-Making
	Assessment	Assessment 2 Part 1: Oral Presentation and Reflection is due on September 20, 2024. For more information about Assessment 2, please see the course Moodle site.
Week 9 : 23 September - 27 September	Topic	The Group Level: Power, Influence, and Politics
	Assessment	Assessment 2 Part 2: Peer Feedback is due on September 25, 2024. For more information about Assessment 2, please see the course Moodle site.
Week 10 : 30 September - 4 October	Topic	The Organisational Level: Organisational Culture
Week 11 : 7 October - 11 October	Topic	The Organisational Level: Organisational Design, Effectiveness, and Innovation
Week 12 : 14 October - 18 October	Topic	The Organisational Level: Managing Change and Stress
Week 13 : 21 October - 25 October	Topic	Special Topic: Understanding Leadership and Leadership Effectiveness
	Assessment	Assessment 3 (Evidence-Based Resolution Paper) is due on October 30, 2024. Please see Assessment 3 guidelines on Moodle for submission instructions.

Attendance Requirements

Not Applicable - as no class attendance is required

General Schedule Information

Please see the course Moodle site for more information.

Course Resources

Prescribed Resources

Kinicki, A. (2021). *ISE Organizational behavior: A practical, problem-solving approach* (3rd ed.). McGraw Hill.

Recommended Resources

Recommended reading/s will be made available on the course Moodle site.

Course Evaluation and Development

Informal and formative evaluation is sought from students for continuous improvement. For this course, constructive feedback is sought through the myExperience platforms, which are available online. Students are encouraged to communicate about what is working/not working in the course design, assessment, and content. Feedback from past deliveries of this course has been used to redesign its content, assessment, and delivery. For continuous improvement and relevance of this course, we enjoin students to submit constructive feedback through the various channels available.

Important note: Students are reminded that any feedback provided should be constructive and professional and that they are bound by the UNSW Code of Conduct and Values.

Staff Details

Position	Name	Email	Location	Phone	Availability	Equitable Learning Services Contact	Primary Contact
Convenor	Dr Catherine Deen		Room 318, Building 27 School of Business UNSW Canberra	+61 2 5114 5269	Email to arrange consultation	Yes	Yes

Other Useful Information

School Contact Information

School of Business

Email: Business@adfa.edu.au