



UNSW Course Outline

ZBUS1101 Organisational Behaviour - 2024

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General Course Information

Course Code : ZBUS1101

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 : In Person

Delivery Format : Standard

Delivery Location : UNSW Canberra at ADFA

Campus : UNSW Canberra

Study Level : Undergraduate

Units of Credit : 6

Useful Links

[Handbook Class Timetable](#)

Course Details & Outcomes

Course Description

This course explores the many possible answers to the question: *why do people behave the way they do?* We will take a three-tiered approach to inquiry by looking at individual behaviour, group and team behaviour, and then transition to organisational behaviour. This course will introduce

you to a range of theoretical perspectives and concepts including individual differences, motivation, excelling in teams, organisational culture, the future of work and discuss what all this means to you as you progress through your career.

This course will equip you with the foundational knowledge necessary to understand human behaviour in organisational settings, take action to mitigate behavioural issues and be successful in managing people. The learning journey you undertake will provide you with autonomy to make choices about how you demonstrate your learning, have the opportunity to be a part of a learning community and have fun!

Course Aims

This course aims to provide students with the knowledge of the threshold concepts involved in understanding 'why people behave the way they do'. A structured approach to learning is adopted, starting with individual behaviour, then moving to group behaviour, and finally, organisational behaviour, to assist students in developing their understanding of the content covered and their practical application. Through this, the course aims to equip students with the knowledge and skills to understand organisational behavioural challenges through various theoretical lenses and generate solutions to overcome them.

Course Learning Outcomes

Course Learning Outcomes
CL01 : Describe different theories and concepts that explain organisational behaviour.
CL02 : Demonstrate clear and concise communication skills (listening, verbal, written).
CL03 : Critically analyse behavioural issues in real life situations using OB theories and concepts.
CL04 : Recommend mitigating actions to organisational behavioural issues.

Course Learning Outcomes	Assessment Item
CL01 : Describe different theories and concepts that explain organisational behaviour.	<ul style="list-style-type: none">• Case Study Analysis• Final Exam
CL02 : Demonstrate clear and concise communication skills (listening, verbal, written).	<ul style="list-style-type: none">• Tutorial Participation and Leading• Final Exam
CL03 : Critically analyse behavioural issues in real life situations using OB theories and concepts.	<ul style="list-style-type: none">• Group Report• Final Exam
CL04 : Recommend mitigating actions to organisational behavioural issues.	<ul style="list-style-type: none">• Group Report• Final Exam

Learning and Teaching Technologies

Moodle - Learning Management System | Echo 360

Learning and Teaching in this course

In this course, we will focus on teaching, learning and understanding the threshold concepts that underpin organisational behaviour. We will not just discuss theories; we will examine how these theories help us understand human behaviour. We will use different methods like lectures, discussions and group work to help you learn. You are expected to be present, be open to learning, take the opportunity to work with everyone and share your ideas, and take responsibility for learning.

The weekly lecture handouts and other resources are on Moodle.

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

1.1. Select and explain disciplinary knowledge, 1.2., 1.3. Apply knowledge to business situations in a local and global environment.

2: Problem solving

2.1. Identify and research issues in business situations, 2.2. Critically analyse the issues, 2.3. Propose appropriate and well-justified solutions.

3: Business communication

3.1. Demonstrate proficiency in reading, writing, listening and speaking in English.

4: Teamwork

N/A

5: Responsible business practice

5.2. Evaluate business decisions/practice in light of economic, social and environmental sustainability.

6: Global and cultural competence

6.1., 6.2. Demonstrate awareness of the global business and cultural environment and articulate cultural norms, beliefs and values.

7: Leadership development

7.1. Demonstrate capacity for self-leadership and learning from reflection on experience.

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
Tutorial Participation and Leading Assessment Format: Individual	15%	Start Date: Week 2 Due Date: Weekly Post Date: 28/11/2024 03:00 PM
Case Study Analysis Assessment Format: Individual Short Extension: Yes (2 days)	20%	Start Date: Not Applicable Due Date: 23/08/2024 11:59 PM Post Date: 23/09/2024 11:30 PM
Group Report Assessment Format: Group	25%	Start Date: Not Applicable Due Date: 09/10/2024 11:59 PM Post Date: 23/10/2024 11:30 PM
Final Exam Assessment Format: Individual	40%	Start Date: Not Applicable Due Date: Exam week Post Date: 28/11/2024 03:00 PM

Assessment Details

Tutorial Participation and Leading

Assessment Overview

Students will attend weekly tutorials, where two students will lead the tutorial and others participate in the discussion. The instructor/tutor plays a facilitator role and clarifies learning.

Each student must lead one tutorial during the semester.

(10% for participation, 5% for leading.)

Course Learning Outcomes

- CLO2 : Demonstrate clear and concise communication skills (listening, verbal, written).

Detailed Assessment Description

See the course Moodle site after 1 July 2024 for more information.

For Tutorial Leading - Permitted use of AI tools: DRAFTING ASSISTANCE

This means you are permitted to use software to generate initial ideas and structure. 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. **Please keep copies of your initial drafts** to show your lecturer if there is any uncertainty about the originality of your work.

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.

Assessment Length

50-minute tutorial

Submission notes

In person, in tutorials. For approved absences, the task needs to be submitted via Turnitin on Moodle within two weeks.

Assignment submission Turnitin type

Not Applicable

Case Study Analysis

Assessment Overview

Students will be provided with a real-life example of an OB issue (e.g., recent case study/article), and will answer questions using theories and concepts learnt in the course.

Course Learning Outcomes

- CL01 : Describe different theories and concepts that explain organisational behaviour.

Detailed Assessment Description

See the course Moodle site after 1 July 2024 for more information.

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Assessment Length

1500 words

Submission notes

The assessment must be submitted via the Turnitin Link provided on Moodle

Assignment submission Turnitin type

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

Group Report

Assessment Overview

In groups of 4, students will critically analyse a real-life behavioural issue using OB theories and concepts, and recommend future mitigating actions.

Course Learning Outcomes

- CL03 : Critically analyse behavioural issues in real life situations using OB theories and concepts.
- CL04 : Recommend mitigating actions to organisational behavioural issues.

Detailed Assessment Description

See the course Moodle site after 1 July 2024 for more information.

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Assessment Length

2000 words

Assignment submission Turnitin type

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

Final Exam

Assessment Overview

The final exam assesses students' understanding of the material covered throughout the course.

Course Learning Outcomes

- CL01 : Describe different theories and concepts that explain organisational behaviour.
- CL02 : Demonstrate clear and concise communication skills (listening, verbal, written).
- CL03 : Critically analyse behavioural issues in real life situations using OB theories and concepts.
- CL04 : Recommend mitigating actions to organisational behavioural issues.

Detailed Assessment Description

See the course Moodle site after 1 July 2024 for more information.

Permitted use of AI tools: DRAFTING ASSISTANCE

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Assessment Length

TBA

General Assessment Information

Referencing

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, Undergraduate)

An automatic Short Extension (without documentation) of **two 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.

Grading Basis

Standard

Requirements to pass course

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 Course overview. *No tutorials this week. Tutorial leads will be assigned during the lecture for tutorials commencing from Week 2.
Week 2 : 22 July - 26 July	Topic	Individual Behaviour I: Personality Tutorials commence this week.
Week 3 : 29 July - 2 August	Topic	Individual Behaviour II: Identity
Week 4 : 5 August - 9 August	Topic	Individual Behaviour III: Motivation
Week 5 : 12 August - 16 August	Topic	Individual Behaviour IV: Moods and Emotions
Week 6 : 19 August - 23 August	Topic	Individual Behaviour V: Stress *Assessment 2 is due on Friday, 23rd August
Week 7 : 9 September - 13 September	Topic	Group Behaviour I: Group Dynamics
Week 8 : 16 September - 20 September	Topic	There will be no lectures this week due to the lost day on Wednesday 18th September. However, we will have tutorials as scheduled. We will cover the Week 11 topic (Privilege, Diversity and Inclusion) in the tutorials.
Week 9 : 23 September - 27 September	Topic	Group Behaviour II: Power and Politics
Week 10 : 30 September - 4 October	Topic	Organisational Behaviour I: Culture
Week 11 : 7 October - 11 October	Lecture	Organisational Behaviour II: Privilege, Diversity and Inclusion *No tutorials will be held this week (10th and 11th October) due to lost days. This week's topic was covered in the Week 8 tutorials. *Assessment 3 is due on Wednesday 9th October.
Week 12 : 14 October - 18 October	Topic	Organisational Behaviour III: The Future of Work
Week 13 : 21 October - 25 October	Topic	Course review

Attendance Requirements

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

General Schedule Information

Refer Moodle for the weekly topics, readings and other information.

Course Resources

Prescribed Resources

Griffin, R. W., Phillips, J. M., Gully, S. M., Creed, A., Gribble, L. & Watson, M. (2024). *Organisational Behaviour - Engaging People and Organisations*, 2nd Edition, Cengage.

Recommended Resources

Supplementary readings are provided on Moodle.

Course Evaluation and Development

Feedback is collected formally via myExperience surveys. Informal feedback will be sought mid-

semester by the course convenor. Students are encouraged to provide informal feedback throughout the course to the course convenor.

Based on the feedback received from previous cohorts, this course has been redesigned to improve structure, content, and assessments. Based on feedback from last year, the final assessment has been replaced with a final exam.

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 Vindhya Weeratunga		Building 27, Room 305, School of Business, UNSW Canberra	+61 2 5114 5330	Please email for an appointment	Yes	Yes
Tutor	Dr Kelly Soderstrom		Building 27, Room 321, School of Business, UNSW Canberra	+61 2 5114 5439	Please email for an appointment	No	No

Other Useful Information

School Contact Information

School of Business

Email: Business@adfa.edu.au