BS220

HUMAN BEHAVIOUR IN ORGANISATIONS

This sample unit outline is provided by CHC for prospective and current students to assist with unit selection.

Elements of this outline which may change with subsequent offerings of the unit include Content, Required Texts, Recommended Readings and details of the Assessment Tasks.

Students who are currently enrolled in this unit should obtain the outline for the relevant semester from the unit lecturer.
Unit Name: BS220 Human Behaviour in Organisations

Nominal Duration: 14 weeks

Delivery Mode: Internal and External

Workload:
- Class contact (Internal mode) or Review of materials (External mode): 42 hours
- Reading and private study: 48 hours
- Assignment preparation: 50 hours
- TOTAL: 140 hours

Weight: 10 credit points

Unit Coordinator: Dr Rod St Hill

Teaching Staff: Dr Rod St Hill

Co / Prerequisite Units:
- BS120 Introduction to Business Management
- OR
- Permission of the Dean

Core / Elective:
- Diploma of Business: Not available
- Associate Degree in Business: Core
- Bachelor of Business: Core for all majors

Rationale:
In a business environment where human knowledge and skill are increasingly being recognised as the prime organisational resource and asset, it is crucial that managers of the future have a sound understanding of the fundamental determinants of human behaviour. This unit introduces students to foundational concepts, which are used to analyse, describe, conceptualise, predict and modify human behaviour.

In developing and applying a Christian understanding of persons and their behaviour, the unit offers alternative ways of thinking about organisational behaviour, and contributes to the aims of the course as a whole by equipping aspiring business professionals to integrate Christian perspectives in the human dimension of business and management.

Text Requirements:

Outcomes:
On completion of this unit, students will have provided evidence that they are able to:
1. Define and describe key concepts concerning individual human behaviour and human behaviour in groups and organisations.
2. Analyse human behaviour using the concepts outlined.
3. Apply these concepts in the examination of significant issues relating to individual and group behaviour in the workplace.
4. Integrate understanding of organisational behaviour with other organisational and managerial knowledge.
5. Apply concepts of human behaviour in personal and professional growth and development.

Content:

<table>
<thead>
<tr>
<th>Week</th>
<th>Content</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Introduction to the unit</td>
</tr>
<tr>
<td>2</td>
<td>Foundations of Individual Behaviour</td>
</tr>
<tr>
<td>3</td>
<td>Values, Attitudes and Job Satisfaction</td>
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<td>4</td>
<td>Personality and Emotions at Work</td>
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<td>5</td>
<td>Perception and Individual Decision Making</td>
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<td>6</td>
<td>Basic Motivation Concepts and Applications</td>
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<tr>
<td>7</td>
<td>Foundations of Group Behaviour</td>
</tr>
<tr>
<td>8</td>
<td>Understanding and Building Teams</td>
</tr>
<tr>
<td>9</td>
<td>Leadership Concepts, Theories and Issues</td>
</tr>
<tr>
<td>10</td>
<td>Contemporary Issues in Leadership</td>
</tr>
<tr>
<td>11</td>
<td>Power, Politics</td>
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Assessment

Assessment Task #1 – Case Study (Relates to Outcomes 1-4)
These oral case studies will be undertaken in the tutorial period. The student presenter/facilitator is expected to respond to the case study questions from a biblical perspective, the appropriate portion of the text, as well as extra research for relevant information and applications. All class members are expected to participate.

Weighting: 10%
Due Date: As assigned

Please note:
1. External students are to submit a DVD or a Video of their oral presentation.
2. Both Internal and External students are to submit a PowerPoint presentation.

Assessment Task #2 – Written Assignment (Relates to Outcomes 2-6)
The study of organisational behaviour includes a large variety of topics and concepts relating to human behaviour individually, in groups and in systems of organisation. This task will give students the opportunity to explore, in depth, an organisational project which has specific relevance to them.
Students will select and describe an organisation in detail, identifying the key personnel and the respective characteristics/qualifications for their positions. The principal part of the assignment will deal with explaining and justifying the structure used in the organisation and the reasons for selecting the individuals for each position.

Weighting: 40%
Due Date: Week 15 (Study Week)

Assessment Task #3 – Final Concepts Exam (Relates to Outcomes 1-6)
This exam will cover the content covered in the unit and will assess students’ understanding of all aspects of Organisational Behaviour. It will consist of multiple choice, short-answer and short-essay responses. The questions, in part, will be drawn from the workbook for the unit.

Weighting: 50%
Due Date: Week 16 (Examination Week)

Academic & General Resource Requirements
Belbin, M 2004, Management Teams: Why They Succeed or Fail, 2nd edn, Butterworth Heinemann, Burlington, MA.

Journals
Australian Journal of Management [ISSN 0312-8962]
Journal of Business Ethics [ISSN 0167-4544]
Journal of Business and Psychology [ISSN 0889-3268]
Journal of Leadership & Organizational Studies [ISSN 1548-0518]

Unit Summary
This unit introduces concepts that provide a framework for understanding human behaviour and examines their application to business and management. It examines some relevant aspects of individual human behaviour, as well as focusing on behaviour in groups and organisations. It also provides Christian perspectives on human behaviour and seeks to integrate these with psychological models.