

<b>TITLE</b>	Organisational Behaviour
<b>CODE</b>	UUMG5200
<b>LEVEL</b>	8
<b>CREDITS</b>	20
<b>PRE REQUISITES</b>	None (other than specified in entry criteria)
<b>AIM</b>	Business managers, scholars, commentators, and government officials continue to struggle to understand how to effectively manage people and organisations and create positive and effective organisational cultures. The question of what role people and organisational dynamics play in building high performance and sustainable organisations is central to this debate. Insight into the behaviour of individuals, groups and organisations and the sometimes dysfunctional ways that people act in groups and organisations may go a long way toward answering these questions, and helping to avoid problems in the future. The challenge of creating effective and sustainable New Zealand organisations underscores the value of effectively managing people and organisations by drawing on the discipline of 'Organisational Behaviour'.
<b>LEARNING OUTCOMES</b>	At the end of this course, students will be able to: <ol style="list-style-type: none"> <li>1. describe and critically analyse the foundations of individual behaviour and its impact upon work organisations</li> <li>2. critically evaluate how groups and teams develop and function, and how group dynamics affect performance</li> <li>3. critique employee satisfaction and motivation as determinant of work performance</li> <li>4. explain and critically analyse how communication, negotiation and conflict management could be utilised to enhance work performance and employee outcomes</li> <li>5. critically analyse how organisational effectiveness is influenced by factors such as power, organisational design and organisational culture</li> <li>6. critically evaluate and apply the various leadership approaches</li> <li>7. describe and critically evaluate the process of organisational change and identify and apply change to achieve positive organisational outcomes.</li> </ol>
<b>CONTENT</b>	The content consists of the following topics: <ul style="list-style-type: none"> <li>• Introduction - managing people and organisations: the contemporary environment and the global workplace</li> <li>• Understanding people at work</li> <li>• Motivating people at work</li> <li>• Group dynamics and building high performance teams</li> <li>• Communicating for success at work</li> <li>• Effective leadership</li> <li>• Managing power and politics at work</li> </ul>

	<ul style="list-style-type: none"> <li>• Managing conflict and negotiation at work</li> <li>• Managing organisational culture and organisational design</li> <li>• Managing organisational change.</li> </ul>		
<b>ASSESSMENTS</b>	<b>Assessment Type</b>	<b>Weighting</b>	<b>Learning Outcomes Assessed</b>
	Essay	50%	1, 2, 3, 4
	Case Study Report	50%	5, 6, 7
	Total	100%	
<b>RECOMMENDED RESOURCES</b>	Wood, J, Zeffane, R, Fromholtz, M, Wiesner, R, Morrison, R, Factor, A, McKeown, T, Schermerhorn, J, Hunt, J & Osborn, R 2016, Organisational behaviour: core concepts and applications, 4th Australasian edn, John Wiley & Sons, Milton, Queensland.		