



Unit Outline (Higher Education)

Institute / School:	Institute of Health and Wellbeing
Unit Title:	BEHAVIOUR IN THE WORKPLACE
Unit ID:	BEHAV2003
Credit Points:	15.00
Prerequisite(s):	Nil
Co-requisite(s):	Nil
Exclusion(s):	(ATSGC3843 and BEHAV3001)
ASCED:	090701

Description of the Unit:

This unit is concerned with the study of organisational behaviour, which is about what people think, feel, and do in organisational settings. Adopting multi-level and disciplinary approaches, it explores the individual and team factors that influence their ability to interact and collaborate with each other. Also explored are the organisational factors and how these influence individual, team, and organisational outcomes. All these factors have an impact upon levels of job satisfaction, motivation, stress, and work-life balance and these relationships will be explored.

Grade Scheme: Graded (HD, D, C, P, MF, F, XF)

Work Experience:

No work experience: Student is not undertaking work experience in industry.

Does Recognition of Prior Learning apply to this Unit? No

Placement Component: No

Supplementary Assessment: Yes

Where supplementary assessment is available a student must have failed overall in the Unit but gained a final mark of 45 per cent or above and submitted all major assessment tasks.

CourseLevel:

Level of Unit in Course	AQF Level of Course					
	5	6	7	8	9	10
Introductory	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Level of Unit in Course	AQF Level of Course					
	5	6	7	8	9	10
Intermediate	■	■	✓	■	■	■
Advanced	■	■	■	■	■	■

Learning Outcomes:

On successful completion of the unit the students are expected to be able to:

Knowledge:

- K1.** Identify, describe, and evaluate the range of theories, principles, and concepts that influence the behaviour of individuals and groups in organisations.
- K2.** Describe the individual, group, and organisational level outcomes associated with organisational behaviour.
- K3.** Identify, describe, and evaluate the organisational level influences on individual and group behaviour, performance, and wellbeing in organisations.

Skills:

- S1.** Evaluate and explain the various psychological theories as applied to organisational contexts and processes.
- S2.** Describe the appropriate workplace context(s) and strategies to bring about performance improvements for organisations, teams, and employees.
- S3.** Utilise theory and concepts to inform personal and professional development.

Application of knowledge and skills:

- A1.** Evaluate relevant psychological theory as applied to organisational settings.
- A2.** Capacity to evaluate the role of research and theory in the advancement of knowledge within the field of organisational psychology.
- A3.** Synthesise information to inform decisions around work related behaviours and processes.

Unit Content:

Topics may include:

- Individual Level:
 - Exploring how individual differences (e.g. personality, values, self-concept) influence organisational behaviour and wellbeing
 - Understanding the tools available to assess individual differences amongst employees and how these can be used in organisational processes (e.g. selection, team-building)
 - Understanding the processes underpinning human perception as applied to organisational setting and the potential problems associated with these processes
 - Describing the different types of attitudes workers can hold towards their jobs and organisation and their consequences
 - Identifying workplace factors associated with stress and how employees and organisations can address workplace stress
 - Describing the various theories of motivation and how they can be used to improve motivation in the workplace
- Team/group level topics
 - Describing the development and composition of teams and identifying when teams are more and less likely to be effective
 - Understanding the processes underpinning interpersonal communication and what factors contribute to

- effective communication
- Exploring the different types of workplace conflict and how to deal with it
 - Understanding the conceptual differences between leadership and management
 - Organisational level topics
 - Identifying the different elements of organisational culture and their impact on behaviour and performance at the individual, group and organisational levels

Learning Task and Assessment:

Learning Outcomes Assessed	Assessment Tasks	Assessment Type	Weighting
K1-K3 S1-S3 A1,A2	Demonstrate knowledge of relevant theory, concepts and principles discussed through the unit.	Quiz(zes)	10-30%
K1-K3 S1-S3 A1-A3	Identify and apply relevant theory and research to a work context, process and/or case study.	Written task	25-45%
K1-K3 S1,S2 A1,A2	Demonstrate mastery of unit content	Test	25-50%

Alignment to the Minimum Co-Operative Standards (MiCS)

The Minimum Co-Operative Standards (MiCS) are an integral part of the Co-Operative University Model. Seven criteria inform the MiCS alignment at a Course level. Although Units must undertake MiCS mapping, there is NO expectation that Units will meet all seven criteria. The criteria are as follows:

1. Co-design with industry and students
2. Co-develop with industry and students
3. Co-deliver with industry
4. FedTASK alignment
5. Workplace learning and career preparation
6. Authentic assessment
7. Industry-link/Industry facing experience

MiCS Course level reporting highlights how each Course embraces the principles and practices associated with the Co-Operative Model. Evidence of Course alignment with the MiCS, can be captured in the Course Modification Form.

MICS Mapping has been undertaken for this Unit

Yes

Date:

Mar 20, 2023

Adopted Reference Style:

APA

Refer to the [library website](#) for more information

Fed Cite - [referencing tool](#)