



Course Outline (Higher Education)

Institute / School:	Institute of Health and Wellbeing
Course Title:	BEHAVIOUR IN THE WORKPLACE
Course ID:	BEHAV5002
Credit Points:	15.00
Prerequisite(s):	(15 credit points BEHAV course)
Co-requisite(s):	Nil
Exclusion(s):	Nil
ASCED:	090701

Description of the Course:

This course 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)

Placement Component: No

Supplementary Assessment: Yes

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

Program Level:

Level of course in Program	AQF Level of Program					
	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"/>
Intermediate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	✓	<input type="checkbox"/>	<input type="checkbox"/>
Advanced	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Learning Outcomes:

On successful completion of the course 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.

Course 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

Values:

- V1.** Apply principles of self-directed learning in a co-operative education environment;
- V2.** Develop an understanding of the interaction between employees, employers and workplaces;
- V3.** Appreciate theoretical approaches that aid in understanding human behaviour in the workplace;
- V4.** Express intellectual inquisitiveness and thoroughness;
- V5.** Display a sense of personal agency;
- V6.** Demonstrate respect for other students, their opinions and backgrounds; and,
- V7.** Be responsible for correct standards in writing, research, and citation.

Graduate Attributes

The Federation University Federation graduate attributes (GA) are entrenched in the [Higher Education Graduate Attributes Policy](#) (LT1228). FedUni graduates develop these graduate attributes through their engagement in explicit learning and teaching and assessment tasks that are embedded in all FedUni programs. Graduate attribute attainment typically follows an incremental development process mapped through program progression. **One or more graduate attributes must be evident in the specified learning outcomes and assessment for each FedUni course, and all attributes must be directly assessed in each program**

Graduate attribute and descriptor		Development and acquisition of GAs in the course	
		Learning Outcomes (KSA)	Assessment task (AT#)
GA 1 Thinkers	Our graduates are curious, reflective and critical. Able to analyse the world in a way that generates valued insights, they are change makers seeking and creating new solutions.	K1, K2, K3, S1, S2, S3, A1, A2, A3	AT1, AT2, AT3
GA 2 Innovators	Our graduates have ideas and are able to realise their dreams. They think and act creatively to achieve and inspire positive change.	K3, S3	AT1, AT2
GA 3 Citizens	Our graduates engage in socially and culturally appropriate ways to advance individual, community and global well-being. They are socially and environmentally aware, acting ethically, equitably and compassionately.	K3, S2, A1, A3	AT1, AT2, AT3
GA 4 Communicators	Our graduates create, exchange, impart and convey information, ideas, and concepts effectively. They are respectful, inclusive and empathetic towards their audience, and express thoughts, feelings and information in ways that help others to understand.	K1, K3, S1, A1, A2	AT2
GA 5 Leaders	Our graduates display and promote positive behaviours, and aspire to make a difference. They act with integrity, are receptive to alternatives and foster sustainable and resilient practices.	Not applicable	Not applicable

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 course.	Quizzes	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 course content	Test	25-50%

Adopted Reference Style:

APA

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

Fed Cite - [referencing tool](#)