



Course Outline (Higher Education)

School:	Federation Business School
Course Title:	MANAGING PEOPLE AT WORK
Course ID:	BUMGT2606
Credit Points:	15.00
Prerequisite(s):	(BUMGT1501 or JN501)
Co-requisite(s):	Nil
Exclusion(s):	Nil
ASCED:	080301

Description of the Course:

This course introduces the students to the theory and practice of managing people at workplaces. It builds insights and skills in them to understand and analyse workplace behaviour. It guides them to take responsible actions to create organisations that are caring and productive, and are providing jobs that are meaningful and fulfilling.

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

Work Experience:

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

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:**Knowledge:**

- K1.** Explain, link and evaluate a number of management of people concepts, theories and processes
- K2.** Examine individual processes and behaviour in organisations
- K3.** Identify interpersonal processes and behaviour including in groups
- K4.** Analyse and explain the complex organisational processes and structure

Skills:

- S1.** Communicate, particularly in writing, the management of people concepts and theories clearly and coherently
- S2.** Identify, analyse and evaluate organisational processes and behaviour in diverse contexts
- S3.** Critically evaluate the issues and problems confronting organisations
- S4.** Generate responses and solutions to the complex issues and problems identified in diverse management contexts

Application of knowledge and skills:

- A1.** Apply the discipline-specific concepts and theories to evaluate and solve issues and problems in organisational processes and behaviour
- A2.** Adapt management of people knowledge and skills in diverse contexts
- A3.** Demonstrate responsibility and accountability for ones own learning and professional practice within broad parameters in a management context

Course Content:

Topics may include:

- Introduction to organisational behaviour

- Individual processes and behaviour:
Personality, attitudes, emotions, ethics, motivation at work, and stress and well-being

- Interpersonal processes and behaviour:
Work teams and groups, individual and group decision making, power and political behaviour, leadership, and conflict and negotiation

- Organisational processes and structure:
Organisational design and structure, organisational and national culture, and managing change

Values:

- V1.** Think and act ethically, and become a socially responsible citizen
- V2.** Appreciate multiple views and perspectives

- V3.** Take responsibility for learning leading to life-long learning
- V4.** Develop a critical perspective
- V5.** Value achievement, self-direction, universalism, compassion and stimulation

Graduate Attributes

The Federation University FedUni 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, K4, S2, S3, A1, A2	AT# 1,2,3
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.	K4, S4, A2	AT# 2
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, K4, S4, A3	AT# 2
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, K4, S1, S2, S3, S4, A1, A2	AT# 1,2,3
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.	K3, K4, S3, S4, A1, A2, A3	AT# 2

Learning Task and Assessment:

Learning Outcomes Assessed	Learning Tasks	Assessment Type	Weighting
K1,K2 S1, S2, A1,A2	Analyse and apply theory and engage in reflective practice	Individual essay/reflective piece	20%–30%
K1,K2,K3, K4, S1,S2,S3,S4 A1,A2,A3	Analyse and critically evaluate the case study and develop a course of action that can solve the problems Case Study analysis/report presentation	Case Study analysis/report presentation	30%–50%
K1, K2,K3,K4, S2,S3,S4, A1,A2	Demonstrate knowledge of key management concepts, issues, and problems by applying knowledge and skills in different situations	Individual, closed book, written exam	20%–50%

Adopted Reference Style:

APA

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

Fed Cite - [referencing tool](#)