

# Course Outline (Higher Education)

<b>School:</b>	Federation Business School
<b>Course Title:</b>	ORGANISATIONS: BEHAVIOUR, STRUCTURE, PROCESS
<b>Course ID:</b>	BUMGT5921
<b>Credit Points:</b>	15.00
<b>Prerequisite(s):</b>	Nil
<b>Co-requisite(s):</b>	Nil
<b>Exclusion(s):</b>	Nil
<b>ASCED:</b>	080307

## Description of the Course:

This course enhances the learner's understanding of organisations and in particular how organisations behave and how they are structured. The course provides opportunities for learners to understand the role and purpose of organisations within society that will allow them to analyse and evaluate effective organisational design, structure and processes. The link between organisations and management is also reviewed in-depth so that learners will be able to synthesise or creatively construct new organisational structures and processes to meet future trends and challenges. Learners will be able to identify dysfunctional organisations and be able to innovatively design more effective and sustainable organisations. The course achieves its objectives by tailoring assessable tasks and individual research in this field.

**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	■	■	■	■	■	■
Intermediate	■	■	■	✓	■	■
Advanced	■	■	■	■	■	■

### Learning Outcomes:

#### Knowledge:

- K1.** Examine each individual model and how these integrate to determine and explain organisational behaviour
- K2.** Evaluate the theories used to explain effective organisational structure and design in order to determine the application of design and structure to organisations and how these aid the organisation achieve success.
- K3.** Deduce the benefits and dysfunctionality that processes can bring to organisations.
- K4.** Critically appraise how organisational behaviour, structure, design and processes need to be properly integrated to help an organisation to become as effective and efficient as possible.

#### Skills:

- S1.** Analyse and evaluate organisational behaviour, structure, design and processes to match the needs of the organisation.
- S2.** Creatively design new and different approaches to meet the challenges faced by organisations in the future by proposing effective solutions to problems, concepts and/or theories
- S3.** Conduct relevant research and question the appropriateness of contemporary models.
- S4.** Contribute to the development of new organisational practices by reflecting on theory and scholarship

#### Application of knowledge and skills:

- A1.** Successfully analyse the behaviour, structure, design and process needs of an organisation with high level personal autonomy and accountability
- A2.** Create strategies that meet the needs of the organisation
- A3.** Develop the capacity for self-reflection and to undertake professional development.

#### Course Content:

Topics may include:

- What is an organisation?
- What is the role of people within an organisation?
- How do individual behaviour, group behaviour, leadership, management and decision making fit within the organisational context?
- Ethics, motivation, strategy, conflict, power, systems, culture, change, conflict, power, internal and external environments, organisational design, processes, structure, communication and control

**Values:**

- V1.** Appreciate the complexity of human behaviour in organisations
- V2.** Appreciate the systemic nature of the managerial and organisational environments
- V3.** Value the role of the individual and the group in achieving organisational objectives
- V4.** Value the use of theory in understanding and managing organisations

**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,K4,S1,S2,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.	K2,K4,S1,S2,S3,S4,A2,	AT1,AT2,AT3
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.	K2,K4,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,K2,S2,S4,A2	AT1,AT2,AT3
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.	K1,K2,K3,K4,S2,S4,A1,A2,A3	AT1,AT2,AT3

**Learning Task and Assessment:**

Learning Outcomes Assessed	Learning Tasks	Assessment Type	Weighting
K1,K2,K3 S1,S2,S3 A1	Individuals will provide a report that will draw upon content and activities covered in class as well as individual research.	Individual report	10-20%
K1,K4 S1,S2,S3,S4 A2,A3	Groups will form to identify the needs of an organisation and effectively communicate appropriate strategies to deal with them. This may include an overview of individual self-reflection.	Presentation and report	20-40%

Learning Outcomes Assessed	Learning Tasks	Assessment Type	Weighting
K1,K2,K3,K4 S1,S2 A1	This case study will draw upon the core principles studied throughout the course. Learners will need to analyse, evaluate, synthesise and determine appropriately justified strategies.	Case Study	40-60%

**Adopted Reference Style:**

APA

Refer to the [library website](#) for more informationFed Cite - [referencing tool](#)