

## MGMT20009 Power and Conflict in the Workplace

<b>Credit Points:</b>	12.50																		
<b>Level:</b>	2 (Undergraduate)																		
<b>Dates &amp; Locations:</b>	2012, Parkville This subject commences in the following study period/s: Semester 2, Parkville - Taught on campus.																		
<b>Time Commitment:</b>	Contact Hours: 2 X 1-hour lectures and a 1-hour tutorial per week Total Time Commitment: 3 hours per week plus a minimum of 6 hours per week in self directed study																		
<b>Prerequisites:</b>	One of the following: <table border="1"> <thead> <tr> <th>Subject</th> <th>Study Period Commencement:</th> <th>Credit Points:</th> </tr> </thead> <tbody> <tr> <td>MGMT10002 Managing and Leading Organisations</td> <td>Summer Term, Semester 1, Semester 2</td> <td>12.50</td> </tr> <tr> <td>MULT10008 Philosophy, Politics and Economics</td> <td>Not offered 2012</td> <td>12.50</td> </tr> <tr> <td>POLS10001 Australian Politics</td> <td>Semester 1</td> <td>12.50</td> </tr> <tr> <td>AUST10001 Contesting Australia</td> <td>Semester 1</td> <td>12.50</td> </tr> <tr> <td>MGMT20001 Organisational Behaviour</td> <td>Semester 1, Semester 2</td> <td>12.50</td> </tr> </tbody> </table>	Subject	Study Period Commencement:	Credit Points:	MGMT10002 Managing and Leading Organisations	Summer Term, Semester 1, Semester 2	12.50	MULT10008 Philosophy, Politics and Economics	Not offered 2012	12.50	POLS10001 Australian Politics	Semester 1	12.50	AUST10001 Contesting Australia	Semester 1	12.50	MGMT20001 Organisational Behaviour	Semester 1, Semester 2	12.50
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<b>Recommended Background Knowledge:</b>	Please refer to Prerequisites and Corequisites.																		
<b>Non Allowed Subjects:</b>	Students cannot gain credit for both 325-308 Industrial Relations and <b>MGMT20009 Managing Conflict in the Workplace. (../view/current/MGMT20009)</b>																		
<b>Core Participation Requirements:</b>	For the purposes of considering requests for Reasonable Adjustments under the Disability Standards for Education (Cwth 2005), and Students Experiencing Academic Disadvantage Policy, academic requirements for this subject are articulated in the Subject Description, Subject Objectives, Generic Skills and Assessment Requirements for this entry. The University is dedicated to provide support to those with special requirements. Further details on the disability support scheme can be found at the Disability Liaison Unit website: <a href="http://www.services.unimelb.edu.au/disability/">http://www.services.unimelb.edu.au/disability/</a>																		
<b>Coordinator:</b>	Mr Robert Macdonald																		
<b>Contact:</b>	<a href="mailto:rdmac@unimelb.edu.au">rdmac@unimelb.edu.au</a> ( <a href="mailto:rdmac@unimelb.edu.au">mailto:rdmac@unimelb.edu.au</a> )																		

<b>Subject Overview:</b>	We begin our examination of conflict in the workplace by identifying the many forms that conflict can take. We review the costs and benefits of different forms of conflict for those involved and the wider community. We then turn our attention to an investigation of why conflict occurs from the perspective of the key workplace participants – employees, unions and managers. We compare and contrast a range of conflict resolution techniques ranging from individual approaches such as open door policies through to formal conciliation and arbitration systems. We investigate the outcomes of a conflict resolution process, including subsequent interpretation and enforcement. Students will be provided with an opportunity to evaluate contemporary debates in conflict management through the use of exercises and case studies.
<b>Objectives:</b>	On completion of this subject students should be able to: <ul style="list-style-type: none"> <li># Apply theories of the employment relationship to explain the development of conflict in the workplace;</li> <li># Describe forms of conflict;</li> <li># Analyse the role of employees, unions and managers in the development and resolution of conflict;</li> <li># Analyse conflict resolution techniques;</li> <li># Explain the processes for the interpretation and enforcement of the outcomes of a dispute resolution process;</li> <li># Analyse current issues in employment relations.</li> </ul>
<b>Assessment:</b>	A 2-hour examination (60%) and assignment(s) totalling not more than 4000 words (40%).
<b>Prescribed Texts:</b>	You will be advised of prescribed texts by your lecturer.
<b>Breadth Options:</b>	This subject potentially can be taken as a breadth subject component for the following courses: <ul style="list-style-type: none"> <li># <b>Bachelor of Arts</b> (<a href="https://handbook.unimelb.edu.au/view/2012/B-ARTS">https://handbook.unimelb.edu.au/view/2012/B-ARTS</a>)</li> <li># <b>Bachelor of Biomedicine</b> (<a href="https://handbook.unimelb.edu.au/view/2012/B-BMED">https://handbook.unimelb.edu.au/view/2012/B-BMED</a>)</li> <li># <b>Bachelor of Environments</b> (<a href="https://handbook.unimelb.edu.au/view/2012/B-ENVS">https://handbook.unimelb.edu.au/view/2012/B-ENVS</a>)</li> <li># <b>Bachelor of Music</b> (<a href="https://handbook.unimelb.edu.au/view/2012/B-MUS">https://handbook.unimelb.edu.au/view/2012/B-MUS</a>)</li> <li># <b>Bachelor of Science</b> (<a href="https://handbook.unimelb.edu.au/view/2012/B-SCI">https://handbook.unimelb.edu.au/view/2012/B-SCI</a>)</li> <li># <b>Bachelor of Engineering</b> (<a href="https://handbook.unimelb.edu.au/view/2012/B-ENG">https://handbook.unimelb.edu.au/view/2012/B-ENG</a>)</li> </ul> <p>You should visit <b>learn more about breadth subjects</b> (<a href="http://breadth.unimelb.edu.au/breadth/info/index.html">http://breadth.unimelb.edu.au/breadth/info/index.html</a>) and read the breadth requirements for your degree, and should discuss your choice with your student adviser, before deciding on your subjects.</p>
<b>Fees Information:</b>	Subject EFTSL, Level, Discipline & Census Date, <a href="http://enrolment.unimelb.edu.au/fees">http://enrolment.unimelb.edu.au/fees</a>
<b>Generic Skills:</b>	<ul style="list-style-type: none"> <li>• High level of development: oral communication; written communication; application of theory to practice; interpretation and analysis; critical thinking; synthesis of data and other information; accessing data and other information from a range of sources; receptiveness to alternative ideas.</li> <li>• Moderate level of development: problem solving; evaluation of data and other information.</li> <li>• Some level of development: collaborative learning; statistical reasoning; use of computer software.</li> </ul>
<b>Notes:</b>	This class was formerly called Managing Conflict in the Workplace.