MGMT 2003
Business Decision Making
Semester 2, 2014

Gathering and interpreting information is critical to business decision-making. Having a firm grasp of business research methods can enable managers and business leaders to make better decisions and to solve problems more effectively. Students taking this course will develop a firm grasp of research methods and the research process in the business context. In so doing, students will further develop their analytical awareness and an ability to communicate, as well as the ability to discriminate between good research and bad research.

Mode of Delivery | On campus 3-hour seminar 10am-1pm Thur COPGO3
Prerequisites | Nil
Incompatible Courses | Nil
Course Convenor/Lecturer: | Dr Alessandra Capezio
Phone: | 6125 1754
Email: | Alessandra.capezio@anu.edu.au
Office hours for student consultation: | 1-3pm Thursdays
Student administrator/s | RSM Student Office (Monday to Friday 9am to 5pm)
Phone: | 6125 6737 or 6125 9839
Email: | Enquiries.rsm@anu.edu.au
COURSE OVERVIEW

Learning Outcomes

Upon successful completion of the requirements for this course, students will be able to:
1. define, explain and illustrate, from theoretical and practical perspectives, decision making concepts and processes in business settings;
2. describe and evaluate research concepts and methods in a business setting;
3. evaluate business research designs, including measurement and sampling methods; and,
4. prepare research proposals and write research reports.

Proposed Assessment (Summary): Assessment for this course will be confirmed after consultation with students at the first lecture of the semester. If there are any changes to the assessment, those changes will be publicised on Wattle.

<table>
<thead>
<tr>
<th>Assessment Task</th>
<th>Value</th>
<th>Due Date</th>
<th>Linked Learning Outcomes (optional)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Research Essay</td>
<td>20%</td>
<td>18 August</td>
<td>LO1</td>
</tr>
<tr>
<td>2. Group Business Research Proposal</td>
<td>30%</td>
<td>13 October</td>
<td>LO2; LO3; LO4</td>
</tr>
<tr>
<td>4. Seminar participation</td>
<td>10%</td>
<td></td>
<td>LO2; LO3; LO4</td>
</tr>
<tr>
<td>3. Final Exam</td>
<td>40%</td>
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<td>LO1; LO2; LO3</td>
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All assessment items MUST be submitted to be eligible to pass this course.

Research-Led Teaching

In the spirit of evidenced-based management, the course convenor will draw on relevant existing empirical research in addition to her empirical research in management and organisational behaviour to explain course concepts and develop analytical thinking.

Feedback

Staff Feedback

Students will be given feedback in the following forms in this course:
1. Written feedback on the individual research essay and group business research proposal
2. Verbal feedback will be given to individuals, groups, and the class as a whole during seminars.

Student Feedback

2 | THE AUSTRALIAN NATIONAL UNIVERSITY
ANU is committed to the demonstration of educational excellence and regularly seeks feedback from students. One of the key formal ways students have to provide feedback is through Student Experience of Learning Support (SELS) surveys. The feedback given in these surveys is anonymous and provides the Colleges, University Education Committee and Academic Board with opportunities to recognise excellent teaching, and opportunities for improvement.

For more information on student surveys at ANU and reports on the feedback provided on ANU courses, go to:

http://unistats.anu.edu.au/surveys/selt/students/ and
http://unistats.anu.edu.au/surveys/selt/results/learning/

Policies
ANU has educational policies, procedures and guidelines, which are designed to ensure that staff and students are aware of the University’s academic standards, and implement them. You can find the University’s education policies and an explanatory glossary at: http://policies.anu.edu.au/

Students are expected to have read the Code of Practice for Student Academic Integrity before the commencement of their course.

Key policies include:
- Student Assessment (Coursework)
- Student Surveys and Evaluations
- Assessment of Student Learning

COURSE SCHEDULE

<table>
<thead>
<tr>
<th>Week Beginning</th>
<th>Topic/Lecture</th>
<th>Required Reading</th>
<th>Deadlines</th>
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<tbody>
<tr>
<td>MODULE 1: FOUNDATIONS TO BUSINESS DECISION MAKING</td>
<td></td>
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<tr>
<td>21 July</td>
<td>Lecture 1: An Introduction to Business Decision Making</td>
<td>For reading see WATTLE</td>
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<tr>
<td>28 July</td>
<td>Lecture 2: Decision-making &amp; Psychology* Full seminars commence.</td>
<td>For reading see WATTLE</td>
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<tr>
<td>4 August</td>
<td>Lecture 3: Evidenced-based Management</td>
<td>For reading see WATTLE</td>
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<tr>
<td>11 August</td>
<td>Lecture 4: Business Decision Making and Business Research</td>
<td>Chapters 1, 2, and 4</td>
<td></td>
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<tr>
<td>MODULE 2: BUSINESS RESEARCH METHODS</td>
<td></td>
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<tr>
<td>1 September</td>
<td>Lecture 7: Sampling</td>
<td>Chapter 16; Chapter 17</td>
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<tr>
<td>Date</td>
<td>Lecture</td>
<td>Topic</td>
<td>Chapters</td>
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<tr>
<td>22 September</td>
<td>Lecture 8: Questionnaires</td>
<td>Chapter 9; Chapter 14; Chapter 15.</td>
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<tr>
<td>30 September</td>
<td>Lecture 9: Interviews</td>
<td>Chapter 7; Chapter 10</td>
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<td>7 October</td>
<td>Lecture 10: Observation &amp; Experiments</td>
<td>Chapters 11 and 12</td>
<td></td>
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<tr>
<td>13 October</td>
<td>Lecture 11: Data preparation &amp; introduction to basic data analysis</td>
<td>Ch 17; Ch 19. Ch 20</td>
<td>Research proposal due 13th October</td>
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<tr>
<td>20 October</td>
<td>Lecture 12: Communicating research</td>
<td>Ch 25</td>
<td></td>
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<tr>
<td>27 October</td>
<td>Lecture 13: Course Overview</td>
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**ASSESSMENT REQUIREMENTS**

**Assessment Tasks**

**Assessment Task 1: Seminar Participation**

**Details of task:** Seminars are intended as a forum for the exchange of ideas and opinion on the themes and issues canvassed during the lecture. Each student is expected to make an informed and considered contribution to class discussions following the lecture. Effective verbal communication skills are basic tools of trade for professional employment and the seminar offers an opportunity to refine these skills in a peer context. It is important for students to note that reading the required reading material prior to seminars, as well as consistently attending tutorials, are essential to making a consistent and considered contribution in tutorials.

**Value:** 10%

**Assessment Task 2: Research Essay on Evidenced-based Management**

**Details of task:** A 2000 word individual research essay to respond to the following statement:

Best practice is not always the ‘best’ practice when it comes to people management. Discuss.

*Your response needs to identify and discuss at least one specific people management best practice and draw on relevant empirical evidence to corroborate your arguments.*

Due 18th of August, more guidance will be given regarding task requirements in seminars.

**Assessment Rubrics**
The marking rubric for this assessment will be provided on WATTLE in week 1.
Word limit (where applicable): 2000 ± 10%
Value: 20%

Assessment Task 3: Group Business Research Proposal

Details of task:
Due 13th of October. Students will allocate themselves to groups. Groups can choose ONE of the following options and accordingly develop and write up a business research proposal. The format and contents of the research proposal will be discussed during seminars.

Option 1: The vice-chancellor (VC) has called upon your research expertise to investigate a problem faced by the university. Over the years the university has experienced difficulties in retaining female academics in senior positions, and as such, women remain underrepresented in senior academic positions. Write a business research proposal to investigate the causes and possible solutions to this problem. Guidance on this topic will be provided in seminars.

Option 2: Write a business research proposal to address a complex management problem faced by an organisation, which is outlined in a newspaper article. Groups will need to seek approval from the course convenor.

Assessment Rubrics
The marking rubric for this assessment will be provided on WATTLE in week 1
Word limit (where applicable):3500 ± 10%
Value: 30%

Individual Assessment in Group Tasks (where applicable): Each group member is required to contribute equally to the task and thus the same mark will be given to each group member.

Examination(s)
Students will complete a final formal examination during the examination period. They will be permitted to bring one double-sided page of typed notes.

Assignment submission
Hard Copy Submission: Assignments must be word-processed and submitted to the RSM Student Office and include a cover sheet. Email and fax submissions are not acceptable. You must keep a copy of assessment materials submitted for your records.

Identify your Assignment with your Student Number only

When submitting your assignment please ensure that it contains your student number in the file name and on the first page. Please do not put your name anywhere in your assignment.

Use of Assignments as exemplars and grade moderation
An important resource for enhancing educational quality is a stock of student work which can be de-identified and used as exemplars for future students in ANU courses, and for grade moderation exercises for teaching staff. If you do not wish your assignment to be used for such purposes please include a note to that effect on the front page of the assignment.

**Late submission of Assignments**

If an assignment is submitted after the due date it will not be marked unless an application for Special Consideration is approved. An application for Special Consideration must:

- where relevant include a medical report completed by a medical practitioner (an ordinary "medical certificate" is not sufficient);
- include a copy of as much of the assignment as has been completed by the due time and date; and
- be submitted as soon as practicable, preferably before or on the due date.

In general, a successful application for Special Consideration will result in the marking of the work completed at the due date with some upward adjustment of the mark, rather than an extension of time. However, in extenuating circumstances, supported by appropriate documentation, an extension may be granted.

Note that decisions about Special Consideration are not made by the teaching staff for this course.

**Returning assignments**

The course convenor will return assignments with written feedback back to students in seminars.

**Resubmission of assignments**

Resubmission of assignments is not permitted in this course.

**Referencing requirements**

The Harvard or Oxford in-text referencing styles are to be used. Links to documentation on proper referencing methods are available on the course website or from the ANU Library website: [http://anulib.anu.edu.au/lib_home.html](http://anulib.anu.edu.au/lib_home.html)

**Examination material or equipment**

Students will be permitted to bring one double-sided page of typed notes in 8 font. Dictionaries will be permitted only if approval is obtained from the course convenor prior to the final examination using the dictionary request from [http://cbe.anu.edu.au/media/1357099/dictionary_request.pdf](http://cbe.anu.edu.au/media/1357099/dictionary_request.pdf) after which the dictionary must be taken to the Examinations Office at least one day before the final exam.

**Tutorial and/or Seminar signup**

There is no need to register for tutorials in this course.
Workload
Students taking this course are expected to commit at least 10 hours a week to completing the work. This will include 3 hours per week in class and at least 7 hours a week on average (including non-teaching weeks) on course reading, research, writing and assignment work.

Prescribed Texts and Reference Materials
Information about prescribed texts should match the information on the study@ site for the course.


A hard-copy of the course text will be placed in special reserve at the Chifley library on a short loan schedule.

Supplementary readings will be posted on WATTLE.

Students in this course are strongly encouraged to read relevant articles in the following journal resources to study for this course and to prepare for assignments (note that this is only a partial list of journals):

Academy of Management Journal
Academy of Management Review
Administrative Science Quarterly
Applied Psychology: An International Review
British Journal of Management
Human Resource Management
Human Resource Management Journal
Journal of Applied Psychology
Journal of Applied Social Psychology
Journal of Behavioral Decision Making
Journal of Business and Psychology
Journal of Management
Journal of Management Studies
Journal of Organizational Behavior
Journal of Occupational and Organizational Psychology
Journal of Vocational Behavior

Finalisation of Marks and Grades
After marking is concluded the lecturer will submit a report to the Committee of Examiners for the course recommending final marks and letter grades for each student. The Committee comprises, at a minimum, the Director of the Research School of Management, the lecturer, and at least one second examiner. The lecturer’s recommendations are based on the points accumulated by each student and judgments about individual student performance, guided by the ANU Policy on Coursework Assessment:
The Director of the Research School of Management then forwards the marks and grades to the Executive of the College of Business and Economics for final approval.

Support for Students
The University offers a number of support services for students. Information on these is available online from http://students.anu.edu.au/studentlife/