

People and Organisations

Module Code	4HURM005W
Module Level	4
Length	Session Two, Three Weeks
Site	Central London
Host Course	London International Summer Programme
Pre-Requisite	None
Assessment*	Essay (75%), Reflective Piece of Writing (50%)

Summary of module content

The course is designed as an introduction to the subject of Organisational Behaviour, which helps people in organisations to have a better understanding of factors that influence behaviour. It aims to improve self-understanding and also understanding of the behaviour of other people. The module draws on insights and research from Organisational Behaviour (specifically from the Psychological and Sociological parts of Organisational Behaviour) and more widely from the social sciences to explore a number of topics, enabling us to be more reliable and rigorous than using only “common sense” understandings of behaviour. The module highlights some areas of difference and diversity that we are likely to encounter in many contemporary organisations.

Learning outcomes

By the end of the module, the successful student will be able to:

1. Explain how organisations operate and the importance of organisational structures, and the important role of people and their behaviour within organisations;
2. Apply given business tools accurately under direction to a well-defined problem and begin to appreciate the complexity of the issues;
3. Communicate effectively, orally and in writing, in a clear and concise manner using a range of media which are widely used in business;
4. Reflect on the group outcome and process to improve personal performance within team working environment;
5. Explore and reflect on personal capabilities as defined in the personal development planning process;
6. Evaluate personal critical thinking skills in order to become a self-motivated and independent learner.

Course outcomes

The module contributes to:

L4.2 Demonstrate an understanding of the functions and processes of business organisations (KU)

L4.3 Explore & evaluate the nature of the interrelationships between internal and external pressures in an organisation within a global context (KU).

L4.6 Communicate effectively, orally and in writing, in a clear and concise manner (KTS).

L4.7 Demonstrate awareness of cultural differences and ethical constraints in both the internal and external organisational environment (GA).

L4.5 Understand the elements of effective communication, networking and negotiation skills (KTS).

Indicative syllabus content

Introduction to Organisational Behaviour and its value in understanding organisations and people within them;

- Learning theory and an Introduction to Higher Education Learning;
- Communication
- Group Behaviour and group working;
- Leadership and Followership
- Organisational Structures
- Motivation and individual differences;
- Personality and individual differences;
- Perception and Equity;
- Stress and Resilience.

Teaching and Learning Methods

Activity type	Category	Student learning and teaching hours*
Lecture	Scheduled	12
Seminar	Scheduled	24
Tutorial	Scheduled	12
Total Scheduled		48
Structured independent study	Independent	42
Module and Course based general study	Independent	42
Working on and taking assignments	Independent	68
Independent study		152
Total student learning and teaching hours		200

*the hours per activity type are indicative and subject to change.

Assessment rationale

The assessment is designed to give students useful feedback on an initial piece of work that is not heavily weighted so that improvements can be gained in the final assessment. It is also designed to develop the student's ability to self-evaluate and reflect, and to develop the student's critical and creative thinking

and effective communicating skills, in particular in relation to essay writing.

The first piece of assessment will measure the extent to which students can:

- Explain why organisational behaviour is an important area of study;
- Outline the differences in learning styles and approaches using theoretical models;
- Demonstrate a knowledge of group dynamics and processes.

The second piece of assessment will measure the extent to which students can:

- Show a knowledge of different structures within organisations and consider the impact of these on those working within them;
- Describe and apply some of the organisational behaviour theories and writers, which have influenced our thinking about individuals in organisations, for example in relation to perception, stress, motivation and personality;
- Articulate different leadership styles and the dynamics between leaders and followers.

The assessment for this module has been designed in the full expectation that formative assessment is completed, as directed, by the module leader; failure to do so is likely to impact on the student's ability to pass the module.

Assessment criteria

The assessment will look at to what extent the student has demonstrated an ability to:

- Outline relevant concepts/ideas and theories covered from the field of organisational behaviour;
- Demonstrate relevant knowledge from reading and research in organisational behaviour;
- Write clearly, effectively and concisely in an essay format and use sources/references appropriately;
- Reflect on personal experiences to understand and elaborate on concepts/theories presented.

Assessment methods and weightings

Assessment name	Weighting %	Qualifying mark %	Qualifying set	LOs	Assessment type
<i>Reflective piece of writing</i>	25	30	<i>n/a</i>	1,2,3,4,5,6	<i>Reflective writing (1000 words)</i>
<i>Essay</i>	75	30	<i>n/a</i>	1,2,3	<i>Essay (3000 words)</i>

Synoptic assessment

Not applicable.

S Learning Futures: Graduate Attributes HRM degree course objectives

UG Business portfolio objectives

Essential Reading List

Blosi, W., Cook, C. & Hunsaker, P. (2007) *Management and Organisational Behaviour*. (2nd European ed.) Maidenhead, UK: McGraw-Hill.

Bratton, J., Sawchuk, P., Forshaw, C, Callinan M. & Corbett, M. (2010) *Work and Organizational Behaviour: Understanding the Workplace*.(2nd ed.) Basingstoke, England: Palgrave Macmillan. Buelens, M., Sinding, K. & Waldstrom, C. (2011) *Organisational Behaviour*. (4th ed.) Maidenhead, England: McGraw-Hill Education.

Huczynski, A. & Buchanan, D. (2010) *Organizational Behaviour: An Introductory Text*. (7th ed.) London: Financial Times/ Prentice-Hall.

King, D. & Lawley, S. (2013) *Organizational Behaviour*. Oxford, England: Oxford University Press.

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