

A6MBO: Management and Behaviour in Organisations

Module Code:	A6MBO
Long Title	Management and Behaviour in Organisations APPROVED
Title	Management and Behaviour in Organisations
Module Level:	LEVEL 6
EQF Level:	5
EHEA Level:	Short Cycle
Credits:	10
Module Coordinator:	JONATHAN BRITTAIN
Module Author:	JONATHAN BRITTAIN
Departments:	School of Business
Specifications of the qualifications and experience required of staff	
Learning Outcomes	
<i>On successful completion of this module the learner will be able to:</i>	
#	Learning Outcome Description
LO1	Discuss factors that contribute to managerial effectiveness and propose creative actions that will promote effective management.
LO2	Investigate management practices in their own organisational context, demonstrating evaluation of the information found.
LO3	Apply a broad range of management concepts to their own specialised work and organisational context.
LO4	Relate individual and group based behavioural theory to their own specialised work and organisational context
LO5	Recognise contingencies and situational factors that promote or limit management actions and decisions.
LO6	Reflect on management practices and experiences using concepts, theories, models and frameworks.
Dependencies	
Module Recommendations	
No recommendations listed	
Co-requisite Modules	
No Co-requisite modules listed	
Entry requirements	

A6MBO: Management and Behaviour in Organisations

Module Content & Assessment			
Indicative Content			
Introduction to Management and Managers • Defining Management. • The Management job: types of managers, their roles and responsibilities. • Developments in Management theory and 21st Century Management skills. • Differentiating between Management and Leadership, and exploring leadership theory.			
Planning and Strategy • The importance of planning and the difficulties of planning. • A framework for planning. • Examining the purpose of the organisation: The Mission. • The Business Environment and the tools applied in assessing the environment. • Differing types of strategies and levels of strategy. • Implementation of plans and the problems of implementation. Evaluation and feedback			
Control • The importance of Control and The Control Process. • Controlling Employee Performance & Controlling Organisational Performance. • Approaches toward Control, such as Feedforward / Concurrent / Feedback Control. • Issues with Control			
Foundations of Organisational Structure • The importance of organisational structure. • Key elements in designing organisational structure. • Mechanistic and Organic structures. • Contingency factors influencing structure. • Implications of differing structural choices			
Contemporary Organisational Structures • Organising for integration, collaboration, and innovation. • Boundaryless (Networked / Virtual) Organisations. • The Flexible Firm and Contingent Workforce. • Issues with contemporary organisation for employees and employers			
Motivation • The meaning of Motivation and the importance of the concept to Managers • Content theories of Motivation • Process theories of Motivation • Money as a Motivator			
Group Dynamics and Teamwork • Differentiating between groups and teams • Characteristics of effective teams • Theories and concepts influencing group dynamics • Virtual Teams			
Culture • The nature of Culture • Examining the influence of differing national cultures in the workplace • Characteristics of Organisational Culture • The creating, maintaining, and changing Organisational Culture			
Assessment Breakdown			%
Coursework			70.00%
End of Module Assessment			30.00%
Assessments			
Full Time			
Coursework			
Assessment Type:	Assignment (0350)	% of total:	70
Assessment Date:	n/a	Outcome addressed:	2,3,4,6
Non-Marked:	No		
Assessment Description: This assignment involves investigating the application of a management issue or concept. The assessment would draw on a range of Learning Outcomes. The range of Learning Outcomes focused on may vary with the management issue under investigation. For example, the assessment could involve investigating and examining the application of planning, strategy, and structure of an organisation, with an examination of the culture that supports this.			
End of Module Assessment			
Assessment Type:	Terminal Exam	% of total:	30
Assessment Date:	End-of-Semester	Outcome addressed:	1,5,6
Non-Marked:	No		
Assessment Description: The exam will draw on a range of learning outcomes and focus on theoretical concepts in management.			
No Workplace Assessment			
Reassessment Requirement			
Coursework Only <i>This module is reassessed solely on the basis of re-submitted coursework. There is no repeat written examination.</i>			

A6MBO: Management and Behaviour in Organisations

Module Workload				
Module Target Workload Hours 0 Hours				
Workload: Part Time				
Workload Type	Workload Description	Hours	Frequency	Average Weekly Learner Workload
Lecture	Learners will have 36 hours a semester of college-based classroom contact (3 hours per week). Of these, 24 hours will be whole-class lectures and / or other tutor supervised learning activities (2 hours per week), and 12 hours of interactive group tutor supervised activities (1 hour per week). These will be scheduled during the day per week that learners attend the College. There are 13 week teaching timetabled within each semester, with a 'reading week' approximately half way through this peri	26	Every Week	26.00
Tutorial	No Description	13	Every Week	13.00
Independent Learning Time	No Description	161	Every Week	161.00
Workbased learning	No Description	26	Every Week	26.00
Directed Learning	Directed e-learning	24	Every Week	24.00
Total Weekly Contact Hours				89.00

Module Resources	
<i>Recommended Book Resources</i>	
Mullins, L.J., with Gill, C. (2016), Management and Organisational Behaviour, 11th Edition. FT Prentice Hall Harlow, Essex.	
<i>Supplementary Book Resources</i>	
G. A. Cole, and P. Kelly. (2015), Management Theory and Practice, 8th. International Thomson Business Press Andover.	
Tiernan, S.D. and Morley, M. J.. (2013), Modern Management Theory and Practice for Students in Ireland,, 4th Edition Ed. Gill and MacMillan Dublin.	
<i>This module does not have any article/paper resources</i>	
<i>This module does not have any other resources</i>	
Discussion Note:	