

H7OB: Organisational Behaviour

Module Code:	H7OB
Long Title	Organisational Behaviour APPROVED
Title	Organisational Behaviour
Module Level:	LEVEL 7
EQF Level:	6
EHEA Level:	First Cycle
Credits:	10
Module Coordinator:	COLETTE DARCY
Module Author:	Isabela Da Silva
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	Examine individual behaviour in terms of attitudes, perception, personality and individual decision making
LO2	Describe the characteristics of effective groups and team working, identifying that actions that should be taken to encourage more constructive group and team working
LO3	Critically examine the causes and developments of conflict and the approaches / solutions to dealing with it effectively
LO4	Explore motivational theories, their strengths and weaknesses and their potential use and impact in the workplace
LO5	Describe organisational culture and its impact on organisational performance and change
LO6	Identify the causes of workplace stress and the range of options available to deal with it.
Dependencies	
Module Recommendations	
No recommendations listed	
Co-requisite Modules	
No Co-requisite modules listed	
Entry requirements	As per programme requirements (outlined in 4.2.2 Minimum requirements for general learning)

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Module Content & Assessment			
Indicative Content			
ATTITUDES / WORK RELATED ATTITUDES: nature of attitudes, attitude formation, attitude change, job satisfaction, organisation commitment			
PERCEPTION: perception process, factors influencing perception, errors and remedies			
PERSONALITY: theoretical approaches, personality assessment and interpretation, workplace relevance / applications			
INDIVIDUAL DECISION MAKING: link between perception and decision making, decision making in organisations, individual differences and organisational constraints			
MOTIVATION IN ORGANISATIONS: meaning of motivation, theories (process and content), implications for job design, approaches in the workplace			
GROUP DYNAMICS AND TEAMWORK: defining work groups and work teams, types of groups, stages of group development, factors affecting group performance, types of teams, effective teams			
CONFLICT IN ORGANISATIONS: defining conflict, sources of conflict, functional and dysfunctional conflict, managing conflict			
ORGANISATION CULTURE: nature of organisation culture, how organisation culture is created, impact of culture on organisational effectiveness, change management			
WORKPLACE STRESS: stress defined, individual differences and stress, common causes, consequences, organisational and individual stress management techniques			
Assessment Breakdown			%
End of Module Assessment			100.00%
Assessments			
Full Time			
No Coursework			
End of Module Assessment			
Assessment Type:	Terminal Exam	% of total:	100
Assessment Date:	End-of-Semester	Outcome addressed:	1,2,3,4,5,6
Non-Marked:	No		
Assessment Description: Written assessment at the end of the module delivery period in the form of a timed examination, with student choice in terms of the questions / topics to be answered.			
No Workplace Assessment			
Reassessment Requirement			
Repeat examination <i>Reassessment of this module will consist of a repeat examination. It is possible that there will also be a requirement to be reassessed in a coursework element.</i>			
Reassessment Description The Repeat assessment will be in the same format.			

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Module Workload				
Module Target Workload Hours 0 Hours				
Workload: Full Time				
Workload Type	Workload Description	Hours	Frequency	Average Weekly Learner Workload
Lecture	Classroom and demonstrations	32	Per Semester	2.67
Directed Learning	Directed e-learning	6	Per Semester	0.50
Independent Learning	Independent learning	212	Per Semester	17.67
Total Weekly Contact Hours				3.17

Module Resources	
<i>Recommended Book Resources</i>	
Organizational Behavior, Robbins, S. P; Judge, T.A & Campbell, T. (2017), 2nd European edition, Pearson - The 1st edition can also be used and hard copies are available in the library. (covers ALL topics on the module).	
<i>Supplementary Book Resources</i>	
Make That Grade Organisational Behaviour, Kehoe, M. (2013), Gill & MacMillan. All editions are acceptable and multiple copies are available in the NCI library (hardcopy only). Organizational Behavior By Robbins, Stephen P. & Judge, Timothy A; Pearson, (2019), 18th global (several hardcopies in NCI library). Organizational Behaviour, Huczynski, A. & Buchanan, D.A; (2019) 10th edition, Prentice Hall. –available as an e-book in the NCI library.	
<i>Supplementary Article/Paper Resources</i>	
Journal of Organizational Behavior, Wiley Online.	
<i>Other Resources</i>	
[Website], Academy of Management, http://aom.org/ [Website], American Sociological Association, http://www.asanet.org/ [Website], American Psychological Association, http://www.apa.org/ [Website], Society for Industrial and Organisational Psychology, http://www.siop.org/	
Discussion Note:	