

H9LOCHFFT: Leadership, Organisational Culture and Human Factors in FinTech

Module Code:	H9LOCHFFT
Long Title	Leadership, Organisational Culture and Human Factors in FinTech APPROVED
Title	Leadership, Organisational Culture and Human Factors in FinTech
Module Level:	LEVEL 9
EQF Level:	7
EHEA Level:	Second Cycle
Credits:	5
Module Coordinator:	Rohit Verma
Module Author:	Andrea Del Campo Dugova
Departments:	School of Computing
Specifications of the qualifications and experience required of staff	Lecturer PhD/Master's degree in a computing or cognate discipline. May have industry experience also. Tutor PhD/Master's degree in a computing or cognate discipline. May have industry experience also.
Learning Outcomes	
<i>On successful completion of this module the learner will be able to:</i>	
#	Learning Outcome Description
LO1	Critically analyse classical and contemporary theories on leadership, organisational culture, and human factors with a focus on best practice in the tech sector and the FinTech landscape
LO2	Critically evaluate the impact of leadership and organisational culture on the competitive advantage of FinTech companies
LO3	Critically evaluate the impact of leadership and organisational culture on the competitive advantage of FinTech companies
LO4	Improve the ability to understand and have empathy for the needs of internal and external customers including cultural differences in order to improve collaboration and user experience
Dependencies	
Module Recommendations	
No recommendations listed	
Co-requisite Modules	
No Co-requisite modules listed	
Entry requirements	Programme entry requirements must be satisfied.

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Module Content & Assessment			
Indicative Content			
Defining Organisational Culture Structure of organisational culture Macro-cultural context Forming culture in new groups External and internal adaptation Elements of organisational culture Relationship with leadership			
Introduction to Leadership Theoretical Approaches to Leadership Defining leadership Leaders vs managers How leaders embed and transmit culture Types of Leaders and Leadership			
Classical Leadership Theories "Great Man" Trait, Contingency Situational, Behavioural, Participative theories Trait and skill approaches to Leadership Key skills for leadership			
Contemporary Leadership Theories Transactional leadership theory, Transformational leadership theory, charismatic leadership Trait and skill approaches to Leadership Key skills for leadership			
Introduction to Human Factors Human Factors methods Inclusive design Human factors and user experience			
Driving performance through culture Driving performance through leadership Elements of culture-driven performance; pros and cons Elements of leadership-driven performance; pros and cons			
Leader-driven Transformation Leadership components of business transformation Leadership for Corporate Transformation			
Continuous assessment checkpoint: review of key theory Summary of theory presented in all previous weeks Assessment of how it has been incorporated into team projects			
Integrated approach to enabling leadership and organisational cultural change Integrated approaches to leadership Elements of cultural change Implications for organisational change practice			
Driving competitive advantage from within Elements of competitive advantage Competitive advantage driven by culture and leadership			
Social and technical elements of leadership Socio-technical issues of organisational development Cultural dynamics in the organisational life cycle Cross-cultural learning Impact on internal and external stakeholders, e.g., user experience			
Transformation of culture and leadership Conceptions of Ethical Leadership Leading change Engaging decision-makers and participants Becoming an ethical and inclusive leader Challenges facing leaders in the 21st Century			
Assessment Breakdown			%
Coursework			100.00%
Assessments			
Full Time			
Coursework			
Assessment Type:	Formative Assessment	% of total:	Non-Marked
Assessment Date:	n/a	Outcome addressed:	
Non-Marked:	Yes		
Assessment Description: Formative assessment will be provided on the in-class individual or group activities. Feedback will be provided in written or oral format, or on-line through Moodle. In addition, in class discussions will be undertaken as part of the practical approach to learning.			
Assessment Type:	Project	% of total:	100
Assessment Date:	n/a	Outcome addressed:	
Non-Marked:	No		
Assessment Description: Assessment working in groups, including submission of case study reviews, task submission to assess key aspects of theory and team presentations, e.g., including role playing exercises to assess praxis of theory			
No End of Module Assessment			
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>			
Reassessment Description The repeat strategy for this module is by a project that covers all learning outcomes.			

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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	24	Per Semester	2.00
Tutorial	Mentoring and small-group tutoring	12	Per Semester	1.00
Independent Learning	Independent learning	89	Per Semester	7.42
Total Weekly Contact Hours				3.00
Workload: Blended				
Workload Type	Workload Description	Hours	Frequency	Average Weekly Learner Workload
Lecture	Classroom and demonstrations	12	Per Semester	1.00
Tutorial	Mentoring and small-group tutoring	12	Per Semester	1.00
Directed Learning	Directed e-learning	12	Per Semester	1.00
Independent Learning	Independent learning	89	Per Semester	7.42
Total Weekly Contact Hours				3.00
Workload: Part Time				
Workload Type	Workload Description	Hours	Frequency	Average Weekly Learner Workload
Lecture	Classroom and demonstrations	24	Per Semester	2.00
Tutorial	Mentoring and small-group tutoring	12	Per Semester	1.00
Independent Learning	Independent learning	89	Per Semester	7.42
Total Weekly Contact Hours				3.00

Module Resources	
<i>Recommended Book Resources</i>	
<p>Schein, E. H., & Schein, P.. (2017), Organizational culture and leadership.</p> <p>Jurd, N.. (2021), The leadership book: A step by step guide to excellent leadership.</p>	
<i>Supplementary Book Resources</i>	
<p>Heskett, J. L., & Kotter, J. P.. (2022), Win from within: Build organizational culture for competitive advantage..</p> <p>Shorrock, S., & Williams, C.. (2017), Human factors and ergonomics in practice: Improving system performance and human well-being in the real world..</p>	
<i>This module does not have any article/paper resources</i>	
<i>This module does not have any other resources</i>	
Discussion Note:	