H7SOB: Social and Organisational Behaviour

Module Code:	H7SOB
Long Title	Social and Organisational Behaviour APPROVED
Title	Social and Organisational Behaviour
Module Level:	LEVEL 7
EQF Level:	6
EHEA Level:	First Cycle
Credits:	5
Module Coordinator:	David Mothersill
Module Author:	MICHELE KEHOE
Departments:	School of Business
Specifications of the qualifications and experience required of staff	Level 9 or equivalent qualification. Relevant industry experience and a track record of teaching in a higher institution.

Learning Outcomes	
On successful completion of this module the learner will be able to:	
#	**Learning Outcome Description**
LO1	Develop a broad knowledge of the nature of the study of Organisational Behaviour and identify key factors influencing human behaviour in the workplace
LO2	Explain and evaluate the nature of interpersonal processes in organisations including leadership, groups & teams, conflict and power & politics.
LO3	Recognise the importance of organisational processes such as organisational change and the effective management of culture and stress at work for the continued success of organisations.
LO4	Apply theories of organisational behaviour to work organisations and recognise the challenges of the effective management of people in the workplace

Dependencies	
Module Recommendations	
No recommendations listed	
Co-requisite Modules	
No Co-requisite modules listed	
Entry requirements	As per programme requirements.

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Module Content & Assessment

Indicative Content

COMMUNICATING IN GROUPS AND TEAMS
Foundations of Group Behaviour -stages of group development, group roles, norms, status, cohesiveness, diversity. group decision making. Groupthink. Understanding Work Teams – types of teams, creating effective teams, turning individuals into team players Communication -functions of communication, directions of communication, modes of communication, barriers to effective communication, cultural considerations

NEGOTIATING POWER AND POLITICS
Leadership – Trait theories, Emotional Intelligence and Leadership, Behavioural Theories, Contingency Theories, Contemporary theories of leadership including Leader member exchange theory (LMX), Responsible Leadership Power and Politics – Power and Leadership, bases of power, how power affects people, political power in action, cause and consequences of political behaviour and organisational politics Conflict and Negotiation- definition of conflict, the conflict process, negotiation and negotiating in a social context

LEADING, UNDERSTANDING, AND TRANSFORMING THE ORGANIZATION SYSTEM
Organizational Culture – what it is and how employees 'learn' culture, functions of culture, creating and sustaining culture Organizational Change and Stress Management – forces for change, resistance to change, managing change, organisational change and stress, stress at work and it's consequences, managing stress

Assessment Breakdown	%
Coursework	40.00%
End of Module Assessment	60.00%

Assessments

Full Time

Coursework

Assessment Type:	Assignment	% of total:	40
Assessment Date:	n/a	**Outcome addressed:**	1,2,3,4
Non-Marked:	No		

Assessment Description:
Learners will be required to complete acase study on some aspect/s of the module. This may be given as a group assignment.

End of Module Assessment

Assessment Type:	Terminal Exam	% of total:	60
Assessment Date:	End-of-Semester	**Outcome addressed:**	1,2,3,4
Non-Marked:	No		

Assessment Description:
The terminal exam will be two hours in duration. It will consist of essay style questions or multiple-choice questions

No Workplace Assessment

Reassessment Requirement

Repeat examination
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.

Reassessment Description
Repeat Assessment is by examination.

H7SOB: Social and Organisational Behaviour

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

Module Workload				
Module Target Workload Hours 0 Hours				
Workload: Full Time				
Workload Type	*Workload Description*	*Hours*	*Frequency*	*Average Weekly Learner Workload*

Module Resources

Recommended Book Resources

Robbins, S.P. & Judge T.A. (2021), Essentials of Organisational Behaviour, 15th Edition. Pearson, e-book.

Supplementary Book Resources

Carbery R., Cross C., Ed.s. (2022), Organisational Behaviour: An Introduction, 2nd Edition Red Globe Press. Bloomsbury Publishing, U.K.

Robbins, Stephen P. & Judge, Timothy A. (2019), Organizational Behavior, 18th global edition. Pearson.

Robbins, S. P; Judge, T.A & Campbell, T. (2017), Organizational Behaviour, 2nd European edition. Pearson, hard copies are held by the NCI library, and it is available as an ebook.

Huczynski, A. & Buchanan, D.A. (2019), Organizational Behaviour, 10th edition. Prentice Hall, available as an e-book in the NCI library.

Mullins, L. (2019), Organisational Behaviour in the workplace, 12th edition. Person Education(e-book).

This module does not have any article/paper resources

Other Resources

[Website], Chartered Institute of Personnel and Development (CIPD): CIPD Factsheets www.cipd.co.uk.

[Media], Academy of Management.
http://aom.org/

[Journal], Journal of Organizational Behavior.

[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/

[Journal], Harvard Business Review.

Discussion Note:	