

H6IOB: Individual Behaviour in the Organisation

Module Code:	H6IOB
Long Title	Individual Behaviour in the Organisation APPROVED
Title	Individual Behaviour in the Organisation
Module Level:	LEVEL 6
EQF Level:	5
EHEA Level:	Short Cycle
Credits:	5
Module Coordinator:	MICHELE KEHOE
Module Author:	MICHELE KEHOE
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	Understand the nature and benefits of the study of Organisational Behaviour.
LO2	Have an insight into the individual processes of perception, attitudes, learning and personality and their application in the workplace.
LO3	Understand the nature of stress and to evaluate the central theories of motivation.
LO4	Understand that the application of the theories of Organisational Behaviour can lead to enhance organisational performance.
Dependencies	
Module Recommendations	
No recommendations listed	
Co-requisite Modules	
No Co-requisite modules listed	
Entry requirements	

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Module Content & Assessment			
Indicative Content			
Introduction to Organisational Behaviour Definition of organisational behaviour. This will outline goals and reasoning for studying organisational behaviour and introduce students to multi-disciplinary nature of how it is studied.			
Social Perception This will define and specify the processes of perception. Learners will understand how individuals perceive one another and how those perceptions may vary across individuals. Perceptual errors and biases will be highlighted and how they can be remedied.			
Attitudes in Organisations Definition and structure of attitudes. Learners will understand the function of attitudes and how they relate to overall job satisfaction. This will also include how attitudes relate to organisational commitment and staff retention.			
Learning Definition of learning. This will introduce theoretical approaches to learning as well knowledge acquisition and memory. This element will draw from behaviourist, cognitive and social learning models.			
Personality Definitions and origins of personality. Learners will be introduced to the big five personality model. Learners will also understand how this is applied to business environments and hiring practices.			
Workplace Stress Definition and nature of stress. Learners will be taught to identify causes of stress in and outside of business environments. The consequences of stress will also be illustrated. Learners will also be introduced to coping mechanisms for stress.			
Motivation in Organisations Definition of motivation. Learners will be introduced to theories of motivation and their diversity of their sources. Process theories of motivation will also be taught. Learners will understand how these are applied to individual motivation and performances.			
Assessment Breakdown			%
Coursework			30.00%
End of Module Assessment			70.00%
Assessments			
Full Time			
Coursework			
Assessment Type:	CA 1	% of total:	50
Assessment Date:	n/a	Outcome addressed:	1,2,3,4
Non-Marked:	No		
Assessment Description: Learners will be required to submit an essay based on material taught in the first half the semester. Learners will have a number of questions they can choose from.			
Assessment Type:	CA 2	% of total:	50
Assessment Date:	n/a	Outcome addressed:	1,2,3,4
Non-Marked:	No		
Assessment Description: Continuous Assessment Learners will be required to submit an essay based on material taught in the second half the semester. Learners will have a number of questions they can choose from.			
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>			

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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
Independent Learning	Independent learning	89	Per Semester	7.42
Tutorial	Mentoring and small-group tutoring	12	Per Semester	1.00
Total Weekly Contact Hours				3.00

Module Resources	
<i>Recommended Book Resources</i>	
<p>Robbins, S.P. & Judge, T.A... (2019), <i>Organizational Behavior</i>, 9th Ed. Pearson Education.</p> <p>Moorhead, G. & Griffin, R... (2023), <i>Organizational Behavior: Managing People & Organizations</i>, 14th Ed. Cengage Learning..</p> <p>Kehoe, M.. (2013), <i>Make That Grade Organisational Behaviour</i>, 2nd Ed. Gill & MacMillan.</p>	
<i>Supplementary Book Resources</i>	
<p>Huczynski, A. & Buchanan, D.A.. (2019), <i>Organizational Behaviour: An Introductory Text</i>, 10th Ed. Pearson Education.</p> <p>Luthans, F.. (2021), <i>Organizational Behaviour</i>, 14th Ed. McGraw-Hill Education..</p> <p>Robbins, S. P. & Judge, T.A... (2015), <i>Essentials of Organizational Behavior</i>, 16th Ed. Pearson Education.</p>	
<i>This module does not have any article/paper resources</i>	
<i>This module does not have any other resources</i>	
Discussion Note:	