

## H6SOB : Organisational Behaviour

Module Code:	H6SOB
Long Title	Organisational Behaviour <b>APPROVED</b>
Title	Organisational Behaviour
Module Level:	LEVEL 6
EQF Level:	5
EHEA Level:	Short Cycle
Credits:	10
Module Coordinator:	Pauline Kelly Phelan
Module Author:	Andrea Del Campo Dugova
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.
<b>Learning Outcomes</b>	
<i>On successful completion of this module the learner will be able to:</i>	
<b>#</b>	<b>Learning Outcome Description</b>
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	In the context of LO2, 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.
<b>Dependencies</b>	
<b>Module Recommendations</b>	
No recommendations listed	
<b>Co-requisite Modules</b>	
No Co-requisite modules listed	
<b>Entry requirements</b>	As per programme requirements.

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Module Content & Assessment			
Indicative Content			
<b>COMMUNICATING IN GROUPS AND TEAMS</b> 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			
<b>NEGOTIATING POWER AND POLITICS</b> 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			
<b>LEADING, UNDERSTANDING, AND TRANSFORMING THE ORGANIZATION SYSTEM</b> 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			
No Coursework			
End of Module Assessment			
<b>Assessment Type:</b>	Terminal Exam	<b>% of total:</b>	100
<b>Assessment Date:</b>	End-of-Semester	<b>Outcome addressed:</b>	1,2,3,4,5,6
<b>Non-Marked:</b>	No		
<b>Assessment Description:</b> 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			
<b>Repeat examination</b> <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>			
<b>Reassessment Description</b> Repeat Assessment is by examination.			

## H6SOB : 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 Resources	
<i>Recommended Book Resources</i>	
Robbins, S.P. & Judge T.A. (2021), Essentials of Organisational Behaviour, 15th Edition. Pearson, e-book.	
<i>Supplementary Book Resources</i>	
<p>Carbery R., Cross C., Ed.s. (2022), Organisational Behaviour: An Introduction, 2nd Edition Red Globe Press. Bloomsbury Publishing, U.K.</p> <p>Robbins, Stephen P. &amp; Judge, Timothy A. (2019), Organizational Behavior, 18th global edition. Pearson.</p> <p>Robbins, S. P; Judge, T.A &amp; Campbell, T. (2017), Organizational Behaviour, 2nd European edition. Pearson, hard copies are held by the NCI library, and it is available as an ebook.</p> <p>Huczynski, A. &amp; Buchanan, D.A. (2019), Organizational Behaviour, 10th edition. Prentice Hall, available as an e-book in the NCI library.</p> <p>Mullins, L. (2019), Organisational Behaviour in the workplace, 12th edition. Person Education(e-book).</p>	
<i>This module does not have any article/paper resources</i>	
<i>Other Resources</i>	
<p>[Website], Chartered Institute of Personnel and Development (CIPD): CIPD Factsheets <a href="http://www.cipd.co.uk">www.cipd.co.uk</a>.</p> <p>[Media], Academy of Management. <a href="http://aom.org/">http://aom.org/</a></p> <p>[Journal], Journal of Organizational Behavior.</p> <p>[Website], American Sociological Association, <a href="http://www.asanet.org/">http://www.asanet.org/</a></p> <p>[Website], American Psychological Association. <a href="http://www.apa.org/">http://www.apa.org/</a></p> <p>[Website], Society for Industrial and Organisational Psychology, <a href="http://www.siop.org/">http://www.siop.org/</a></p> <p>[Journal], Harvard Business Review.</p>	
Discussion Note:	