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	
On successful completion of this module the learner will be able to:	
#	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 in4.2.2 Minimum requirements for general learning)

H7OB: Organisational Behaviour

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
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
The Repeat assessment will be in the same format.

H7OB: 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	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

Recommended Book Resources

OrganizationalBehavior,Robbins, S. P; Judge, T.A & Campbell, T. (2017), 2nd European edition,Pearson - The 1stedition can also be used and hard copies are available in the library.(coversALLtopics on the module).

Supplementary Book Resources

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).

OrganizationalBehaviorByRobbins, Stephen P. & Judge, Timothy A;Pearson, (2019),18th global (several hardcopies in NCI library).

Organizational Behaviour,Huczynski, A. & Buchanan, D.A;(2019)10thedition,Prentice Hall. –available as an e-bookin the NCI library.

Supplementary Article/Paper Resources

Journal of OrganizationalBehavior, Wiley Online.

Other Resources

[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: