H6WWP: Working With People

Module Code:	H6WWP
Long Title	Working With People APPROVED
Title	Working With People
Module Level:	LEVEL 6
EQF Level:	5
EHEA Level:	Short 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	Explain the importance of studying human behaviour and culture in the workplace, and to evaluate processes of perception and explain how they influence decision making.
LO2	Distinguish between different work related attitudes and their significance in relation to performance at work and explore the issues associated with personality and performance in organisations
LO3	Understand the central theories of motivation and recommend measures for their application in work settings.
LO4	Identify the causes of stress, discuss the impact of stress on performance and propose measures to manage stress to reduce the risk it poses to the individual and the organization.

Dependencies	
Module Recommendations	
No recommendations listed	
Co-requisite Modules	
No Co-requisite modules listed	
Entry requirements	As per programme requirements (outlined in 4.2.2 Minimum requirements for general learning)

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Module Content & Assessment

Indicative Content

The Nature and Study of Behaviour in Organisations (5%)
The significance of studying behaviour Approaches to organisation and management

Social Perception (12.5%)
The perceptual process Factors influencing perception Perceptual organisation Person perception: errors and remedies

Work-Related Attitudes (12.5%)
Nature of attitudes Attitude change Job satisfaction Organisational commitment

Personality (12.5%)
The definition problem Theoretical approaches to personality Assessing personality Workplace applications

Motivation in Organisations (20%)
The meaning of motivation Approaches to motivation at work Content theories of motivation Process theories of motivation Application of motivation theories in practice

Work Design (12.5%)
Scientific management Job rotation and Job enlargement Job enrichment Job characteristics model

Stress (12.5%)
Model of stress Causes of stress Stress moderators Managing stress Employee assistance programmes The legal context

Organisational Culture (12.5%)
Defining cultural types Significance, benefits and liabilities of organisational culture Creating and changing culture

Assessment Breakdown	%
Coursework	100.00%

Assessments

Full Time

Coursework

Assessment Type:	Assignment (0350)	**% of total:**	70
Assessment Date:	n/a	**Outcome addressed:**	1,2,3,4
Non-Marked:	No		

Assessment Description:
The focus of the assessments may include, but are not limited to: an aspect of motivation and its application in their own organisation (or an organisation in which they are familiar); 1)the impact organisational culture has on their own organisation and performance 2)an aspect of attitudes of employees in today's working environment £)the stress inherent in the world of work. The assignment will be circa. 2,500 words (not including bibliography or appendices). In addition to the production of this written piece of assessment there will be requirement to show reading of class .

Assessment Type:	Presentation	**% of total:**	30
Assessment Date:	n/a	**Outcome addressed:**	1,2,3,4
Non-Marked:	No		

Assessment Description:
The presentation may be delivered individually or as part of a group. If completed in a group, each student should deliver an element that relates to the substantive content of the presentation.

No End of Module Assessment

No Workplace Assessment

Reassessment Requirement

Coursework Only
This module is reassessed solely on the basis of re-submitted coursework. There is no repeat written examination.

Reassessment Description
Students who need to repeat will be required to submit a written assignment. This assignment will be circa. 2,500 words (not including bibliography or appendices). This piece of work will be worth 100%. It will address MIMLO 1,2,3,4.

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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	36	Per Semester	3.00
Independent Learning	Independent learning	214	Per Semester	17.83
			Total Weekly Contact Hours	3.00

Workload: Part Time

Workload Type	Workload Description	Hours	Frequency	Average Weekly Learner Workload
Lecture	No Description	30	Every Week	30.00
Directed Learning	Online	6	Every Week	6.00
Independent Learning	No Description	214	Every Week	214.00
			Total Weekly Contact Hours	36.00

Module Resources

Recommended Book Resources

Cummings,T.G., Worley, C.G., and Donavan P. (2020), Organization Development and Change, 1st Ed. Cengage.

Carbery, R. and Cross, C. (2018), Human Resource Management, 2nd Ed. Bloomsbury Publishing, England.

Robbins, S. P., and Judge, T. A. (2018), Organizational Behavior, 18th Ed. Pearson, Harlow, England.

Phillips G., Griffin R.,Gully S. (2019), .Organizational Behavior : Managing People and Organizations, 13th Ed. Florence USA.

Recommended Article/Paper Resources

Harvard Business Review.

Resource Management Journal Human.

HR Focus.

Human Relations.

Human Resource Management.

Human Resource Management Journal.

Organizational Dynamics.

People Focus.

People Management.

Other Resources

[website], www.cipd.co.uk.

[website], www.humanresources.about.com/.

[website], www.ncirl.ie/HRMIreland.

[website], www.peoplemanagement.co.uk.

[website], www.shrm.org.

Discussion Note: