

H6ORB: Organisational Behaviour - Theory and Practice

Module Code:	H6ORB
Long Title	Organisational Behaviour - Theory and Practice APPROVED
Title	Organisational Behaviour - Theory and Practice
Module Level:	LEVEL 6
EQF Level:	5
EHEA Level:	Short Cycle
Credits:	5
Module Coordinator:	BRONWYN MCFARLANE
Module Author:	BRONWYN MCFARLANE
Departments:	
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	Examine individual behaviour in terms of perception and attitudes and propose measures for reducing perceptual errors,improving job satisfaction and individual performance.
LO2	Identify personality characteristics and assess the impact of personality on individuals behavior in the organization.
LO3	Examine different motivational theories, consider the merits of their work place application and demonstrate an appreciation of the relative strengths and weaknesses of theory.
LO4	Describe the characteristics of effective group / team work and identify the actions that should be taken to encourage positive team performance.
LO5	Propose solutions to overcoming work based conflicts and show that they are familiar with the causes and developments of conflict.
LO6	Identify causes of workplace stress, its impact and put forward actions that can be taken in managing work place stress.
LO7	Define culture, describe cultural characteristics and evaluate the relevance of culture to an organisational environment.
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			
Social Perception *The perceptual process *Factors influencing perception * Perceptual organisation *Person perception: errors and remedies			
Work-Related Attitudes *Nature of attitudes *Attitude change *Job satisfaction *Organisational commitment			
Personality (* Blended) *The definition problem *Theoretical approaches to personality *Assessing personality *Workplace applications			
Motivation in Organisations *The meaning of motivation *Approaches to motivation at work *Theories of motivation - Process & Content theories - early and contemporary theories			
Group Dynamics and Teamwork (* Blended) *Nature and importance of groups *Types of groups *Stages of group development *Group performance factors *Benefits and cost of teams in organisations *Types of teams * Implementation of teams in organisations - creating effective teams			
Conflict in Organisations Defining conflict * Sources of conflict *Functional and dysfunctional conflict *Frames of reference on conflict * Managing conflict types			
Work Stress Stress defined * Individual differences and stress *Common causes of stress *Consequences of stress *Stress management - organisational and individual			
Organisation Culture *Nature of organisation culture * How organisation culture is created * Perspectives on culture & theoretical frameworks *Managing Organisational culture			
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:	1,2,3,4,5,6,7
Non-Marked:	No		
Assessment Description: End-of-Semester Final Examination covering all learning outcomes. May be a mixture of multiple choice/ short questions and essay style questions.			
No Workplace Assessment			
Reassessment Requirement			
Repeat examination <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>			

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Module Workload				
Module Target Workload Hours 0 Hours				
Workload: Part Time				
Workload Type	Workload Description	Hours	Frequency	Average Weekly Learner Workload
Lecturer Supervised Learning	30 hours lecture contact and 6 hours blended/ online	36	Per 15 week block	2.40
Total Weekly Contact Hours				2.40

Module Resources	
<i>Recommended Book Resources</i>	
Robbins, S.P. & Judge, T.. (2013), <i>Organizational Behaviour (Global Edition)</i> , 15th. Pearson Education, Harlow.	
<i>Supplementary Book Resources</i>	
<p>Kehoe, M.. (2013), <i>Make That Grade: Organisational Behaviour</i>, 2nd edition. Gill and Macmillan, Dublin..</p> <p>Huczynski, A. and Buchanan, D.. (2013), <i>Organizational Behaviour</i>, Eight edition. Pearson, Harlow.</p> <p>Mullins, L.J. with Christy, G.. (2013), <i>Management and Organizational Behaviour</i>, 10th edition. FT Prentice Hall,, Harlow..</p> <p>Robbins, S. , Judge, T. and Campbell, T.. (2010), <i>Organizational Behaviour</i>, 1st. Pearson, Harlow.</p> <p>Martin, J and Fellenz, M. (2010), <i>Organizational Behaviour & Management</i>, 4th edition. Cengage South Western, UK.</p> <p>Arnold, J and Randall, R.. (2010), <i>Work Psychology - Understanding Human Behaviour in the Workplace</i>, Fifth Edition. FT Prentice Hall, Harlow, UK.</p>	
<i>Recommended Article/Paper Resources</i>	
<p>Journal of Organizational Behaviour.</p> <p>Journal of Organizational Behavior Management.</p> <p>Journal of Psychology.</p> <p>CIPD. People Management.</p> <p>Journal of Applied Psychology.</p> <p>Human Resource Management Review.</p>	
<i>This module does not have any other resources</i>	
Discussion Note:	