



MODULE SPECIFICATION

Part 1: Information			
Module Title	Understanding Organisations and People (Business, International and Management)		
Module Code	UMOD63-15-1	Level	Level 4
For implementation from	2020-21		
UWE Credit Rating	15	ECTS Credit Rating	7.5
Faculty	Faculty of Business & Law	Field	Organisation Studies
Department	FBL Dept of Business & Management		
Module type:	Standard		
Pre-requisites	None		
Excluded Combinations	Understanding Organisations and People (Accounting, Economics and Finance) 2020-21, Understanding Organisations and People (Marketing, Enterprise and Tourism) 2020-21, Understanding Organisations and People (Marketing, Events and Tourism) 2020-21		
Co- requisites	None		
Module Entry requirements	None		

Part 2: Description
<p>Educational Aims: See Learning Outcomes</p> <p>Outline Syllabus: Theme1: Understanding the Individual</p> <p>Motivation and the Self – including contemporary methods for workplace engagement.</p> <p>Individual Differences, Personality and Self – includes Jung, Myers Briggs and psychodynamics</p> <p>Emotions – includes understanding emotions at work and concept of emotional labour</p> <p>Theme 2: Understanding the Group</p> <p>Group Formation and Development – includes Tuckmann and other theories</p> <p>Team working – includes working with others, anxiety in teams, groupthink, power and leadership</p>

STUDENT AND ACADEMIC SERVICES

Theme 3: Understanding the Organisation

Leadership – includes traits and skills, transformational, toxic, quiet leadership and women and leadership

Power, Politics and Resistance – includes conflicts of interest, power bases and resistance at work

Culture – organisational culture and sub-cultures, socialisations

Theme 4: Understanding Emergent Themes

Virtual Working World and Technology – includes virtual working, virtual groups and teams, home-working and distance working and how technology affects everyday working life in organisations

Contemporary ways of managing and organising

Teaching and Learning Methods: Contact will be through 3 hours per week using a mixture of whole group lectures (2 x 1-hour lectures) and small group workshops/seminars (1x1-hour lecture).

Students will be expected to prepare for the seminar activities and clear guidance will be given on the content of that preparation within the module handbook and through Blackboard.

The module uses an approach to learning that is primarily facilitated; in other words, students are encouraged to take responsibility for their own learning and to develop independence in their approaches to studying.

Lectures: these provide a conceptual overview, focussing on key theories and models and on their application in group and organisational settings.

Seminars: active and participative learning approaches are used in seminars to explore concepts in detail, to demonstrate theory in action and to provide structured opportunities for skills development. Approaches include: case studies based on Module Leaders own academic research; Culture Boxes; Use of video and TV documentary analysis; Student reflections and experiences; Role play; Simulations.

Aspects of the course will also be taught using Blackboard with interactive exercises to back up lecture and workshop activities.

Part 3: Assessment

The summative assessment of this module has been devised to examine both the student's knowledge and application of the subject as well as their ability to critically evaluate the conceptual ideas presented and discussed throughout the module. Formative feedback opportunities are built into module sessions through self and peer assessment activities.

Coursework: The 1500 word essay will require independent research of theoretical literature and analysis, synthesis and evaluation of this literature utilising topics covered in the first half of the module.

Group Presentation: A group project will require independent research (primary or secondary) of a real-life organisation/ organisational issue and analysis and evaluation of this case using topics covered in the module.

If a student is permitted a RETAKE of the module the assessment will be that indicated by the Module Description at the time that retake commences.

STUDENT AND ACADEMIC SERVICES

First Sit Components	Final Assessment	Element weighting	Description
Case Study - Component B		60 %	1500 word case study essay
Presentation - Component A	✓	40 %	Group Presentation (20 minutes)
Resit Components	Final Assessment	Element weighting	Description
Case Study - Component B		60 %	1500 word Case Study Essay
Written Assignment - Component A	✓	40 %	1500 word Research-based Essay with reflective component.

Part 4: Teaching and Learning Methods																	
Learning Outcomes	<p>On successful completion of this module students will achieve the following learning outcomes:</p> <table border="1"> <thead> <tr> <th>Module Learning Outcomes</th> <th>Reference</th> </tr> </thead> <tbody> <tr> <td>Identify and understand the range factors that influence the behaviour of individuals between individuals and within organisations</td> <td>MO1</td> </tr> <tr> <td>Understand theories on the nature of groups and teamwork and to be able apply to own experience</td> <td>MO2</td> </tr> <tr> <td>Understand the nature and role leadership, power and culture in shaping organisations and the ways in which they function</td> <td>MO3</td> </tr> <tr> <td>Recognise the ways the emergent themes of technology and globalisation are impacting on organisations and the people who work within them</td> <td>MO4</td> </tr> <tr> <td>Understand and apply a range of both mainstream and critical approaches to the understanding of people in organisations</td> <td>MO5</td> </tr> </tbody> </table>	Module Learning Outcomes	Reference	Identify and understand the range factors that influence the behaviour of individuals between individuals and within organisations	MO1	Understand theories on the nature of groups and teamwork and to be able apply to own experience	MO2	Understand the nature and role leadership, power and culture in shaping organisations and the ways in which they function	MO3	Recognise the ways the emergent themes of technology and globalisation are impacting on organisations and the people who work within them	MO4	Understand and apply a range of both mainstream and critical approaches to the understanding of people in organisations	MO5				
Module Learning Outcomes	Reference																
Identify and understand the range factors that influence the behaviour of individuals between individuals and within organisations	MO1																
Understand theories on the nature of groups and teamwork and to be able apply to own experience	MO2																
Understand the nature and role leadership, power and culture in shaping organisations and the ways in which they function	MO3																
Recognise the ways the emergent themes of technology and globalisation are impacting on organisations and the people who work within them	MO4																
Understand and apply a range of both mainstream and critical approaches to the understanding of people in organisations	MO5																
Contact Hours	<table border="1"> <thead> <tr> <th colspan="2">Independent Study Hours:</th> </tr> </thead> <tbody> <tr> <td>Independent study/self-guided study</td> <td>114</td> </tr> <tr> <td>Total Independent Study Hours:</td> <td>114</td> </tr> <tr> <th colspan="2">Scheduled Learning and Teaching Hours:</th> </tr> <tr> <td>Face-to-face learning</td> <td>36</td> </tr> <tr> <td>Total Scheduled Learning and Teaching Hours:</td> <td>36</td> </tr> <tr> <td>Hours to be allocated</td> <td>150</td> </tr> <tr> <td>Allocated Hours</td> <td>150</td> </tr> </tbody> </table>	Independent Study Hours:		Independent study/self-guided study	114	Total Independent Study Hours:	114	Scheduled Learning and Teaching Hours:		Face-to-face learning	36	Total Scheduled Learning and Teaching Hours:	36	Hours to be allocated	150	Allocated Hours	150
Independent Study Hours:																	
Independent study/self-guided study	114																
Total Independent Study Hours:	114																
Scheduled Learning and Teaching Hours:																	
Face-to-face learning	36																
Total Scheduled Learning and Teaching Hours:	36																
Hours to be allocated	150																
Allocated Hours	150																

STUDENT AND ACADEMIC SERVICES

Reading List	<p>The reading list for this module can be accessed via the following link:</p> <p>https://uwe.rl.talis.com/modules/umod63-15-1.html</p>
--------------	--

Part 5: Contributes Towards

This module contributes towards the following programmes of study:

International Business [Sep][FT][Frenchay][3yrs] BA (Hons) 2020-21
 International Business [Sep][SW][Frenchay][4yrs] BA (Hons) 2020-21
 International Business {Dual} [Aug][FT][Taylors][3yrs] BA (Hons) 2020-21
 International Business {Dual} [Mar][FT][Taylors][3yrs] BA (Hons) 2020-21
 Business and Management [Sep][FT][NepalBrit][3yrs] BBA (Hons) 2020-21
 Business Administration [Jan][FT][Northshore][3yrs] BSc (Hons) 2020-21
 Business Administration [Jan][SW][Northshore][4yrs] BSc (Hons) 2020-21
 Business Studies {Dual} [Aug][FT][Taylors][3yrs] BA (Hons) 2020-21
 Business and Management [Sep][SW][Frenchay][4yrs] BA (Hons) 2020-21
 Business and Management {Dual} [Sep][FT][Frenchay][3yrs] BA (Hons) 2020-21
 Business and Management {Dual} [Aug][FT][Taylors][3yrs] BA (Hons) 2020-21
 Business and Management [Jan][SW][Villa][4yrs] BA (Hons) 2020-21
 Business and Management [May][SW][Villa][4yrs] BA (Hons) 2020-21
 Business and Management [Sep][SW][Villa][4yrs] BA (Hons) 2020-21
 Business and Management [Jan][FT][Villa][3yrs] BA (Hons) 2020-21
 Business and Management [May][FT][Villa][3yrs] BA (Hons) 2020-21
 Business and Management [Sep][FT][Villa][3yrs] BA (Hons) 2020-21
 Business and Management [Jan][FT][Frenchay][3yrs] BA (Hons) 2020-21
 Business and Management [Sep][FT][Frenchay][3yrs] BA (Hons) 2020-21
 Business and Management {Dual} [Mar][FT][Taylors][3yrs] BA (Hons) 2020-21
 Business Management and Leadership [Sep][SW][Frenchay][4yrs] BA (Hons) 2020-21
 Business Management and Leadership [Sep][FT][Frenchay][3yrs] BA (Hons) 2020-21
 Business and Human Resource Management {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2019-20
 Business and Human Resource Management {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2019-20
 International Business {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2019-20
 International Business {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2019-20
 Business and Management {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2019-20
 Business and Management {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2019-20
 Business Management and Leadership {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2019-20
 Business Management and Leadership {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2019-20