



## **Module Specification**

### **Understanding Organisations and People (Business, International and Management)**

Version: 2023-24, v3.0, 26 Jun 2023

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## Part 1: Information

**Module title:** Understanding Organisations and People (Business, International and Management)

**Module code:** UMOD63-15-1

**Level:** Level 4

**For implementation from:** 2023-24

**UWE credit rating:** 15

**ECTS credit rating:** 7.5

**Faculty:** Faculty of Business & Law

**Department:** FBL Dept of Business & Management

**Partner institutions:** None

**Field:** Organisation Studies

**Module type:** Module

**Pre-requisites:** None

**Excluded combinations:** Understanding Organisations and People (Accounting, Economics and Finance) 2023-24, Understanding Organisations and People (Marketing, Enterprise and Tourism) 2023-24, Understanding Organisations and People (Marketing, Events and Tourism) 2023-24

**Co-requisites:** None

**Continuing professional development:** No

**Professional, statutory or regulatory body requirements:** None

## Part 2: Description

**Overview:** Not applicable

**Features:** Not applicable

**Educational aims:** See Learning Outcomes

**Outline syllabus:** Theme1: Understanding the Individual

Motivation and the Self – including contemporary methods for workplace engagement.

Individual Differences, Personality and Self – includes Jung, Myers Briggs and psychodynamics

Emotions – includes understanding emotions at work and concept of emotional labour

Theme 2: Understanding the Group

Group Formation and Development – includes Tuckmann and other theories

Team working – includes working with others, anxiety in teams, groupthink, power and leadership

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

### **Part 3: Teaching and learning methods**

**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.

**Module Learning outcomes:** On successful completion of this module students will achieve the following learning outcomes.

**MO1** Identify and understand the range factors that influence the behaviour of individuals between individuals and within organisations

**MO2** Gain a deeper insight into individual and group level experience through theory and be able to apply this to real life organisations

**MO3** Understand the ways in which organisations are shaped and controlled and how workers experience this

**MO4** Recognise how contemporary organisational themes are impacting on organisations and the people who work within them

**MO5** Understand and apply a range of both mainstream and critical approaches to the understanding of people in organisations

**Hours to be allocated:** 150

**Contact hours:**

Independent study/self-guided study = 114 hours

Face-to-face learning = 36 hours

Total = 150

**Reading list:** The reading list for this module can be accessed at [readinglists.uwe.ac.uk](https://uwe.rl.talis.com/modules/umod63-15-1.html) via the following link <https://uwe.rl.talis.com/modules/umod63-15-1.html>

## **Part 4: Assessment**

**Assessment strategy:** 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.

**Assessment tasks:**

**Case Study** (First Sit)

Description: 1500 word case study essay

Weighting: 60 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5

**Project** (First Sit)

Description: Research project

Weighting: 40 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5

**Project** (Resit)

Description: Research project

Weighting: 40 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5

**Case Study** (Resit)

Description: 1500 word Case Study Essay

Weighting: 60 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5

## **Part 5: Contributes towards**

This module contributes towards the following programmes of study:

Business and Management [Frenchay] BA (Hons) 2023-24

Business and Management [Villa] BA (Hons) 2023-24

Business and Management {Dual} [Taylors] BA (Hons) 2023-24

International Business Management [Frenchay] BA (Hons) 2023-24

International Business Management {Split Delivery} [Frenchay] BA (Hons) 2023-24

International Business [Frenchay] BA (Hons) 2023-24

Business and Human Resource Management [Frenchay] BA (Hons) 2023-24

Business and Human Resource Management [Villa] BA (Hons) 2023-24

Business Management and Leadership [Frenchay] BA (Hons) 2023-24

Business and Management [NepalBrit] BBA (Hons) 2023-24

International Business {Foundation} [Frenchay] BA (Hons) 2022-23

Business and Management {Foundation} [Frenchay] BA (Hons) 2022-23

Business Management and Leadership {Foundation} [Frenchay] BA (Hons) 2022-23

Business and Human Resource Management {Foundation} [Frenchay] BA (Hons)  
2022-23