



MODULE SPECIFICATION

Part 1: Basic Data					
Module Title	Understanding Organisations and People (Business, International and Management)				
Module Code	UMOD63-15-1	Level	1	Version	2
UWE Credit Rating	15	ECTS Credit Rating	7.5	WBL module?	No
Owning Faculty	FBL	Field	Organisation Studies		
Department	BBS: Business and Management	Module Type	Standard		
Contributes towards	BA(Hons) BA(Hons) Business Management and Leadership; BA (Hons) Business and Management; BA (Hons) International Business; BA(Hons) Business and HRM; BA(Hons) Business and Law;				
Pre-requisites	None	Co- requisites	None		
Excluded Combinations	UMOD64-15-1 UMOD65-15-1 UMODDP-15-1	Module Entry requirements	None		
First CAP Approval Date	QMAC Dec 11	Valid from	September 2012		
Revision CAP Approval Date	15 December 2016	Revised with effect from	September 2017		

Part 2: Learning and Teaching	
Learning Outcomes	<p>On successful completion of this module students will be able to:</p> <ol style="list-style-type: none"> 1. Identify and understand the range factors that influence the behaviour of individuals between individuals and within organisations 2. Understand theories on the nature of groups and teamwork and to be able apply to own experience 3. Understand the nature and role leadership, power and culture in shaping organisations and the ways in which they function 4. Recognise the ways the emergent themes of technology and globalisation are impacting on organisations and the people who work within them. 5. Understand and apply a range of both mainstream and critical approaches to the understanding of people in organisations. <p>All Learning Outcomes are met by Components A and B</p>
Syllabus Outline	<p>Theme1: Understanding the Individual</p> <ul style="list-style-type: none"> • 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

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	<p>Theme 2: Understanding the Group</p> <ul style="list-style-type: none"> • Group Formation and Development – includes Tuckmann and other theories • Team working – includes working with others, anxiety in teams, groupthink, power and leadership <p>Theme 3: Understanding the Organisation</p> <ul style="list-style-type: none"> • 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 <p>Theme 4: Understanding Emergent Themes</p> <ul style="list-style-type: none"> • 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
<p>Contact Hours/Scheduled Hours</p>	<p>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).</p> <p>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.</p>
<p>Teaching and Learning Methods</p>	<p><u>Teaching and learning methods</u></p> <p>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.</p> <p>Lectures: these provide a conceptual overview, focussing on key theories and models and on their application in group and organisational settings.</p> <p>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</p> <p>Aspects of the course will also be taught using Blackboard with interactive exercises to back up lecture and workshop activities.</p>
<p>Key Information Sets Information</p>	<p>Key Information Sets (KIS) are produced at programme level for all programmes that this module contributes to, which is a requirement set by HESA/HEFCE. KIS are comparable sets of standardised information about undergraduate courses allowing prospective students to compare and contrast between programmes they are interested in applying for.</p>

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Key Information Set - Module data				
Number of credits for this module				15
Hours to be allocated	Scheduled learning and teaching study hours	Independent study hours	Placement study hours	Allocated Hours
150	36	114	0	150

The table below indicates as a percentage the total assessment of the module which constitutes a -

Written Exam: Unseen written exam, open book written exam, In-class test
Coursework: Written assignment or essay, report, dissertation, portfolio, project
Practical Exam: Oral Assessment and/or presentation, practical skills assessment, practical exam

Please note that this is the total of various types of assessment and will not necessarily reflect the component and module weightings in the Assessment section of this module description:

Total assessment of the module:	
Written exam assessment percentage	0%
Coursework assessment percentage	60%
Practical exam assessment percentage	40%
	100%

Reading List

All students are expected to make full use of the print and electronic resources available to them through membership of the University. These include a range of electronic journals and a wide variety of resources available through web sites and information gateways. The University Library's web pages provide access to subject relevant resources and services, and to the library catalogue. Many resources can be accessed remotely. Support will be provided in developing the necessary information literacy and information technology skills necessary to access required materials.

By necessity students will need to develop as autonomous learners and will be actively encouraged to develop information skills to enable them to identify, retrieve and evaluate relevant sources of information.

Essential reading – The essential reading for this module is contained in the set text for this module.

- Knights, D. and Willmott, H. (2012) *Introducing Organizational Behaviour and Management*. London: Thomson

Students are also directed to supplementary essential reading available both online and in print via the library.

Further reading – Students will be advised of further reading that is desirable and further develops knowledge and understanding of a specific topic.

The essential and further reading of the module is included in the reading list available online at: <https://uwe.rl.talis.com/lists/E8C339C9-5396-E0EF-C946-E0B4A2B64BFA.html>

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	<p>Additional reading material will be made available to students during the course of the module via Blackboard.</p> <p>The essential and suggested readings provide a baseline of sources that students should go beyond in their assessment research. In addition, students will be encouraged to engage in independent research and wider reading in completion of the assessment for this module.</p>
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Part 3: Assessment

Assessment Strategy	<p>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.</p> <p>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.</p> <p>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.</p>
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Identify final assessment component and element	Component A - Group Presentation	
% weighting between components A and B (Standard modules only)	A:	B:
	40%	60%

First Sit	
Component A (controlled conditions) Description of each element	Element weighting (as % of component)
1. Group Presentation (20 minutes plus questions)	100%
Component B Description of each element	Element weighting (as % of component)
1. 1500 word Essay	100%

Resit (further attendance at taught classes is not required)	
Component A (controlled conditions) Description of each element	Element weighting (as % of component)
1. Case Study Examination (1.5 hrs)	100%
Component B Description of each element	Element weighting (as % of component)
1. 1500 word Essay	100%

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.

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First CAP Approval Date	1/9/12			
Revision CAP Approval Date <i>Update this row each time a change goes to CAP</i>		Version	2	link to RIA
Revision CAP Approval Date		Version	3	<i>Link to RIA</i>