



## MODULE SPECIFICATION

Part 1: Information			
Module Title	Understanding Organisations and People (Accounting, Economics and Finance)		
Module Code	UMOD64-15-1	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 (Business, International and Management) 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><b>Educational Aims:</b> See Learning Outcomes.</p> <p><b>Outline Syllabus:</b> The syllabus includes:</p> <p>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</p> <p>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</p> <p>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</p>

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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:** 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.

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.

### 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.

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 plus questions)
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.

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<b>Part 4: Teaching and Learning Methods</b>																	
Learning Outcomes	<p>On successful completion of this module students will achieve the following learning outcomes:</p> <table border="1"> <thead> <tr> <th><b>Module Learning Outcomes</b></th> <th><b>Reference</b></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 ethics, 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>	<b>Module Learning Outcomes</b>	<b>Reference</b>	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 ethics, 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				
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Reading List	<p><i>The reading list for this module can be accessed via the following link:</i></p> <p><a href="https://uwe.rl.talis.com/index.html">https://uwe.rl.talis.com/index.html</a></p>																

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### Part 5: Contributes Towards

This module contributes towards the following programmes of study:

Business Management with Accounting and Finance [Sep][FT][Alexander][3yrs] BA (Hons) 2020-21

Business Management with Accounting and Finance [Sep][FT][Frenchay][3yrs] BA (Hons) 2020-21

Business Management with Accounting and Finance [Sep][SW][Frenchay][4yrs] BA (Hons) 2020-21

Business Management with Accounting and Finance {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2019-20

Business Management with Accounting and Finance {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2019-20

Business Management and Economics {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2019-20

Business Management and Economics {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2019-20