



Module Specification

Culture and Behaviour

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Part 1: Information

Module title: Culture and Behaviour

Module code: UMPT6L-15-M

Level: Level 7

For implementation from: 2023-24

UWE credit rating: 15

ECTS credit rating: 7.5

College: College of Business and Law

School: CBL Bristol Business School

Partner institutions: None

Field: Human Resource Management

Module type: Module

Pre-requisites: None

Excluded combinations: None

Co-requisites: None

Continuing professional development: No

Professional, statutory or regulatory body requirements: None

Part 2: Description

Overview: This module explores the role played by organisational systems/ processes (including organisational culture and leadership) and individual differences in achieving organisational success and employee well-being.

Features: Not applicable

Educational aims: The module introduces students to themes drawn from the disciplines of organisational behaviour and occupational psychology which are

central to HRM. It adopts macro (the organisation in relation to its environment), meso (the interaction between organisational systems and processes) and micro (individual differences between employees) levels of analysis to explore the contribution of HR practices to organisational and individual outcomes. Students are encouraged to relate module content to their personal circumstances in such a way as to enhance self-awareness and ethical and sustainable practice.

Outline syllabus: Organisations' embeddedness in their environment

Organisational and national culture

Ethics, sustainability, corporate social responsibility

Leadership

Teams and groups

Power and conflict in organisations

Gender in organisations

Culture, diversity and inclusion

Motivation – content and process theories

Employee engagement

Cognitive ability and work performance

Personality and work performance

Part 3: Teaching and learning methods

Teaching and learning methods: Our approach ensures a seamless and enriching student experience, combining a variety of learning materials including clear text, diagrams, animations, videos, interactive elements, quizzes, and collaborative activities.

Students are encouraged to actively engage with the content through tasks, activities, and quizzes, fostering a deeper understanding of the subject matter. These tasks are authentic, connecting learning to real-world scenarios and directly relevant to programme outcomes.

Moreover, peer learning is actively promoted, leveraging the online environment to

facilitate collaborative discussions. Structured online forums will provide a platform to share, discuss, and challenge ideas, fostering a vibrant learning community where diverse perspectives thrive.

Harnessing the power of technology, the module will make full use of online tools to engage students and foster critical thinking. Asynchronous discussion forums and collaborative tools build vibrant learning communities, enriching the educational experience beyond the digital realm.

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

MO1 Draw on theory and research to describe and critically evaluate organisations as complex systems interacting with their environment.

MO2 Discuss critically the nature of ethical behaviour and sustainability at organisational and individual levels of analysis, and demonstrate critical self-awareness in relation to the module's themes.

MO3 Demonstrate a critical understanding of the implications for HR practice of organisational processes relating to culture, leadership, teams and groups, and employee engagement.

MO4 Discuss critically the nature, origins and distribution of power in organisations and their implications for equality, diversity and inclusion.

MO5 Assess the implications for HR practice of Individual differences in ability, personality, motivation and values.

Hours to be allocated: 150

Contact hours:

Independent study/self-guided study = 150 hours

Total = 150

Reading list: The reading list for this module can be accessed at [readinglists.uwe.ac.uk](https://rl.talis.com/3/uwe/lists/E9936ABA-B04B-4952-E099-A459D93D59BC.html?lang=en-US) via the following link <https://rl.talis.com/3/uwe/lists/E9936ABA-B04B-4952-E099-A459D93D59BC.html?lang=en-US>

Part 4: Assessment

Assessment strategy: The assessment is a 3000-word written assignment which would require students to tackle a real-life problem relevant to TWO of the study units from the module (e.g., one from organisational studies and the other from occupational psychology). This problem may be drawn from any domain of life: work, study, home, social life, recreation. In the work domain, this could concern e.g. an under-performing employee, a problematic leader, abuse of power etc. In the non-work domain, it could concern study e.g. conflict within a group of fellow-students, pressures generated by study, lack of motivation, feelings of exclusion on grounds of gender, race, nationality etc. When choosing an organisational issue students must ensure that they make connections between two of the topics on the module e.g. conflict in a group (groups and teams and personality), problematic leader (leadership and ethics) or abuse of power (power and politics and motivation). This requires students to demonstrate creative as well as analytical and diagnostic skills as well as self-awareness.

Assessment tasks:

Written Assignment (First Sit)

Description: The assessment is a 3000-word written assignment

Weighting: 100 %

Final assessment: Yes

Group work: No

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

Written Assignment (Resit)

Description: The assessment is a 3000-word written assignment

Weighting: 100 %

Final assessment: Yes

Group work: No

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

Part 5: Contributes towards

This module contributes towards the following programmes of study:

Human Resource Management [UWE Online] MSc 2023-24