



Module Specification

Human Factors in Organisations

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Part 1: Information

Module title: Human Factors in Organisations

Module code: UMOCBK-10-M

Level: Level 7

For implementation from: 2023-24

UWE credit rating: 10

ECTS credit rating: 5

Faculty: Faculty of Business & Law

Department: FBL Dept of Business & Management

Partner institutions: None

Delivery locations: Not in use for Modules

Field: Organisation Studies

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: Not applicable

Features: Not applicable

Educational aims: The module aims to:

Provide an introduction to multiple and critical perspectives on organisational

analysis, and behaviour.

Develop an awareness of the international and comparative dimensions of organisational inquiry.

Develop introductory knowledge of themes and issues allied to managing complexity, diagnosing and managing change.

Explore how cultural diversity in management influences organisational development, learning, leadership and behaviour.

Enable students to reflect upon their own roles and experiences within organisations, how they relate to others, and to enhance their personal and managerial effectiveness.

Outline syllabus: he module will include the following:

Introduction: multi-perspectives and organisational inquiry.

Critical perspectives and comparative analysis.

Structures, processes and networks.

National and organisational cultures.

Power, politics and emotions within organisations.

Managing change.

Organisational and management learning.

Group and inter-group behaviour

Individual differences, role and impression management.

Organisational ethics.

Part 3: Teaching and learning methods

Teaching and learning methods: The programme will offer a series of classroom based workshops, which will balance taught and experiential components. Students will be expected to undertake set reading each week. Discussion groups will be used in the classroom to apply concepts to case studies or to personal experience. This is an important element of the programme as students need to be reflexive to gain new insight into current and past issues and problems. Guest speakers will also be invited, primarily as practitioners, to share their experiences with the group. The classroom environment will be interactive and challenging to encourage students to question their 'taken for granted' views about their experience of organisations. Some aspects of taught delivery could be supported through networked learning, for example, by the provision of links to e-journals, and module documents, appropriate course materials, and past exam papers held in electronic form.

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

MO1 Use a variety of different perspectives to diagnose and make sense of problems and situations in complex organisational settings

MO2 Comprehend the role of structure, intra and inter organisational relationships in shaping approaches to management and organisation

MO3 Recognise the differences between management and leadership, reflect on, and adapt personal styles to accommodate cultural and organisational diversity

MO4 Critically understand and recognise organisation culture and its significance, and appreciate its importance in shaping individual and group behaviour

MO5 Diagnose power relationships and appreciate the difference between authority, and influence

MO6 Critically understand the personal impact of managing change

MO7 Judge ethical behaviour in organisations

MO8 Recognise organisational learning and its impact

Hours to be allocated: 100

Contact hours:

Independent study/self-guided study = 100 hours

Total = 100

Reading list: The reading list for this module can be accessed at [readinglists.uwe.ac.uk](https://uwe.rl.talis.com/modules/umocbk-10-m.html) via the following link <https://uwe.rl.talis.com/modules/umocbk-10-m.html>

Part 4: Assessment

Assessment strategy: The objective of the assessment is to determine whether students can understand, and use theory, to provide insight into managerial and organisational problems and situations. The module is assessed via a project, based on a chosen organisation, which is relevant to their current or former role or situation. Re-assessment will be a project based upon the content of the original submission.

The post-module assignment is an individual assignment which is designed to encourage critical reflection on the material covered in the course and the application of the body of knowledge to a situation drawn from practice, integrating the major learning outcomes above. Students are required to demonstrate an ability to critically analyse a specific complex issue or situation, applying theories and concepts from the module in order to develop a critical analysis and understanding, drawing implications for theory and practice.

Assessment components:

Project (First Sit)

Description: Project – maximum 3500 words

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6, MO7, MO8

Project (Resit)

Description: Project – maximum 3500 words

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6, MO7, MO8

Part 5: Contributes towards

This module contributes towards the following programmes of study: