






**ACADEMIC SERVICES**

**MODULE SPECIFICATION**

Part 1: Basic Data					
Module Title	People and Organisations				
Module Code	UMODKU-15-1	Level	1	Version	1
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	FdA Business with Management				
Pre-requisites	None		Co- requisites	None	
Excluded Combinations	None		Module Entry requirements	N/A	
First CAP Approval Date	1 June 2016		Valid from	September 2016	
Revision CAP Approval Date			Revised with effect from		

Part 2: Learning and Teaching	
Learning Outcomes	<p>On successful completion of this module students will be able to:</p> <ul style="list-style-type: none"> <li>• Discuss the use of organisational behavioural concepts in the workplace and explain the influence they have on people that work within organisations. (Component A &amp; B)</li> <li>• Explain how the contributions of individuals and teams can influence overall organisational performance (Component A &amp; B)</li> <li>• Understand a range of appropriate strategies for handling, processing and communicating information throughout organisations (Component A &amp; B)</li> <li>• Demonstrate understanding of the role of organisational culture and explain how this is applied in the workplace. (Component A &amp; B)</li> <li>• Identify the pre-requisites for effective change management within organisations making reference to established concepts and theories. (Component B)</li> <li>• Reflect upon the importance of social and emotional awareness when managing or leading others. (Component B)</li> </ul>
Syllabus Outline	<p>It is expected that students will be able to understand the importance of organisational behavioural concepts, including the role of structure, motivation, culture, power, mission, vision and values and recognise how the communication and operational strategies adopted by an organisation can impact upon performance and effectiveness.</p> <p>Although the main emphasis is on organisational behaviour within the UK, students will be expected to draw upon their own experience and also be aware of the factors that influence organisational behaviour on a global scale.</p>

	<p>Theme 1: Understanding organisational behavioural concepts.</p> <p>Theme 2: Leadership and management approaches within organisational settings</p> <p>Theme 3: Individuals and team contributions to organisational performance.</p> <p>Theme 4: Effective communication strategies within organisations.</p> <p>Theme 5: Change management concepts and theories.</p>																														
Contact Hours	<p>The module will be taught semesterised and completed within 15 weeks. There will be a 2 hour lecture- led session with a 1 hour seminar per week.</p> <table border="1" data-bbox="400 607 1086 736"> <thead> <tr> <th>Activity</th> <th>Hours</th> </tr> </thead> <tbody> <tr> <td>Scheduled contact</td> <td>45</td> </tr> <tr> <td>Self-direct study</td> <td>105</td> </tr> <tr> <td><b>Total study time</b></td> <td><b>150</b></td> </tr> </tbody> </table>	Activity	Hours	Scheduled contact	45	Self-direct study	105	<b>Total study time</b>	<b>150</b>																						
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Teaching and Learning Methods	<p>The module will be taught by means of a combination of lectures and workshops. The lectures will promote, outline and introduce students to a series of developing topics. Each lecture will be directly related to chapters in the identified textbook, which students will be expected to read in preparation to attempting the activities and case studies provided at the end of lectures. The focus of workshops will be to consider responses to case studies or business scenarios, or to apply theoretical knowledge to business situations. Workshops are also provided as an opportunity for lecturers to re-enforce and extend theoretical concepts to students on an individual or small group basis.</p> <p>Students will be encouraged to carry out independent and small group research and present to others in a variety of means in formal and informal situations. There is an emphasis on developing a range of transferable business skills which can be applied within both industry and further study. Students will be expected to consider business scenarios and communicate findings in a manner appropriate for a business audience.</p> <p><b>Key terms:</b></p> <p><b>Scheduled learning</b> includes lectures, seminars, tutorials, guest lectures; external visits and guest speakers.</p> <p><b>Independent learning</b> includes hours engaged with essential reading, case study preparation, assignment preparation and completion etc. These sessions constitute an average time per level as indicated in the table below. Scheduled sessions may vary slightly depending on the module choices you make.</p>																														
Key Information Sets Information	<table border="1" data-bbox="470 1630 1358 2007"> <thead> <tr> <th colspan="5">Key Information Set - Module data</th> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </thead> <tbody> <tr> <td colspan="4"><i>Number of credits for this module</i></td> <td style="border: 1px solid black; text-align: center;">30</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <th>Hours to be allocated</th> <th>Scheduled learning and teaching study hours</th> <th>Independent study hours</th> <th>Placement study hours</th> <th>Allocated Hours</th> </tr> <tr> <td style="text-align: center;">150</td> <td style="text-align: center;">45</td> <td style="text-align: center;">105</td> <td style="text-align: center;">0</td> <td style="text-align: center;">150 </td> </tr> </tbody> </table> <p>The table below indicates as a percentage the total assessment of the module which</p>	Key Information Set - Module data										<i>Number of credits for this module</i>				30						Hours to be allocated	Scheduled learning and teaching study hours	Independent study hours	Placement study hours	Allocated Hours	150	45	105	0	150 
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	<p>constitutes a -</p> <p><b>Written Exam:</b> Pre-issued Case Study with questions not to be seen before the exam.  <b>Coursework:</b> Written assessment submitted in report format.  <b>Poster Defence Presentation:</b> Presentation.</p> <p>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:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td colspan="2">Total assessment of the module:</td> <td></td> <td></td> </tr> <tr> <td>Written exam assessment percentage</td> <td></td> <td>0%</td> <td></td> </tr> <tr> <td>Coursework assessment percentage</td> <td></td> <td>40%</td> <td></td> </tr> <tr> <td>Practical exam assessment percentage</td> <td></td> <td>60%</td> <td></td> </tr> <tr> <td></td> <td></td> <td>100%</td> <td></td> </tr> </table>	Total assessment of the module:				Written exam assessment percentage		0%		Coursework assessment percentage		40%		Practical exam assessment percentage		60%				100%	
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Reading Strategy	<p>A variety of learning resources are available to you as you undertake your coursework. It is your ability to command the resources available to you that will allow you to excel. You are encouraged to read widely for this module, especially articles in academic journals. Detailed reading lists will be made available through relevant channels, e.g. module handbooks and Blackboard. This reading list provides a start to key book references. Learn to dip into books briefly to extract only the sections you need. Developing this skill will assist you later in the course as you undertake further assignments.</p> <p>The following resources have been provided by Weston College to assist your studies in this module:</p> <ul style="list-style-type: none"> <li>Access to specialist databases</li> <li>Class notes and lecture slides on Moodle</li> <li>Assistance with finding a placement host</li> <li>Library electronic services</li> <li>Links to online journal articles on Moodle</li> <li>Open-access computers and printers</li> <li>Reprographic services</li> <li>Staff expertise and advice</li> <li>Subject Librarian and readers' advice</li> <li>Technical support</li> </ul> <p>If you have any queries about how to access any of these learning resources please ask the Module Leader.</p> <p>Detailed reading lists will be made available through relevant channels, e.g. module handbooks and Blackboard.</p>
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Indicative Reading List	<p>Armstrong, M. and Taylor, S. (2014) <i>Armstrong's Handbook of Human Resource Management Practice</i>. 13<sup>th</sup> ed. London: Kogan Page.</p> <p>Grey, C. (2012) <i>A Very Short, Fairly Interesting and Reasonably Cheap Book About Studying Organisations</i>. 3<sup>rd</sup> ed. London: Sage Publications.</p> <p>Huczynski, A, A. and Buchanan, D, A. (2013) <i>Organizational Behaviour</i>. 8<sup>th</sup> ed. Harlow: Pearson Education Limited.</p> <p>Mullins, L, J. (2013) <i>Management and Organisational Behaviour</i>. 10<sup>th</sup> ed. Harlow: Pearson Education Limited.</p>
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Assessment Strategy	<p>The summative assessment for this module has been devised to examine the students' 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 embedded into the module delivery, with self and peer assessment playing a pivotal role.</p> <p><b>Coursework:</b> The 2000 word report will require students to undertake independent research and synthesise academic concepts with industry examples. Core themes and learning outcomes discussed within the first semester will be incorporated into the assessments criteria.</p> <p><b>Presentation:</b> This assessment contributes 100% of the marks for Component A, students will present an individual 10 minute poster defence, demonstrating their understanding of how organisations use effective communication strategies and also change and adapt their business policy in response to environmental factors.</p>
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Identify final assessment component and element	<b>Component A1</b>	
% weighting between components A and B (Standard modules only)	<b>A: 40%</b>	<b>B: 60%</b>
<b>First Sit</b>		
<b>Component A</b> (controlled conditions) <b>Description of each element</b>	<b>Element weighting</b> (as % of component)	
1. Poster Presentation- 10 Minutes	100%	
<b>Component B</b> <b>Description of each element</b>	<b>Element weighting</b> (as % of component)	
1. Coursework Report (2000 Words)	100%	

<b>Resit (further attendance at taught classes is not required)</b>		
<b>Component A</b> (controlled conditions) <b>Description of each element</b>	<b>Element weighting</b> (as % of component)	
1. Poster Presentation	100%	
<b>Component B</b> <b>Description of each element</b>	<b>Element weighting</b> (as % of component)	
1. Coursework Report (2000 Words)	100%	
<p>If a student is permitted a retake of the module under the University Regulations and Procedures, the assessment will be that indicated by the Module Description at the time that retake commences.</p>		