



Module Specification

People and Organisations

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Part 1: Information

Module title: People and Organisations

Module code: UMODKU-15-1

Level: Level 4

For implementation from: 2023-24

UWE credit rating: 15

ECTS credit rating: 7.5

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: 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.

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.

Outline syllabus: Theme 1: Understanding organisational behavioural concepts.

Theme 2: Leadership and management approaches within organisational settings.

Theme 3: Individuals and team contributions to organisational performance.

Theme 4: Effective communication strategies within organisations.

Theme 5: Change management concepts and theories.

Part 3: Teaching and learning methods

Teaching and learning methods: 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 reinforce and extend theoretical concepts to students on an individual or small group basis.

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.

Key terms:

Scheduled learning includes lectures, seminars, tutorials, guest lectures; external visits and guest speakers.

Independent learning includes hours engaged with essential reading, case study preparation, assignment preparation and completion etc. These sessions constitute an average time per level. Scheduled sessions may vary slightly depending on the module choices you make.

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

MO1 Discuss the use of organisational behavioural concepts in the workplace and explain the influence they have on people that work within organisations.

MO2 Explain how the contributions of individuals and teams can influence overall organisational performance.

MO3 Understand a range of appropriate strategies for handling, processing and communicating information throughout organisations.

MO4 Demonstrate understanding of the role of organisational culture and explain how this is applied in the workplace.

MO5 Identify the pre-requisites for effective change management within organisations making reference to established concepts and theories.

MO6 Reflect upon the importance of social and emotional awareness when managing or leading others.

Hours to be allocated: 150

Contact hours:

Independent study/self-guided study = 105 hours

Face-to-face learning = 45 hours

Total = 150

Reading list: The reading list for this module can be accessed at [readinglists.uwe.ac.uk](https://uwe.rl.talis.com/modules/umodku-15-1.html) via the following link <https://uwe.rl.talis.com/modules/umodku-15-1.html>

Part 4: Assessment

Assessment strategy: 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.

Coursework: 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.

Presentation: This assessment contributes 100% of the marks for Task 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.

Assessment components:

Presentation (First Sit)

Description: Poster presentation 10 minutes - online submission with audio narration

Weighting: 40 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4

Report (First Sit)

Description: Coursework report (2000 words)

Weighting: 60 %

Final assessment: No

Group work: No

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

Presentation (Resit)

Description: Poster presentation 10 minutes - online submission with audio narration

Weighting: 40 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4

Report (Resit)

Description: Coursework report (2000 words)

Weighting: 60 %

Final assessment: No

Group work: No

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

Part 5: Contributes towards

This module contributes towards the following programmes of study:

Business with Management [UCW] FdA 2023-24

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