



Module Specification

Introduction to Management Decision Making

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Part 1: Information

Module title: Introduction to Management Decision Making

Module code: UMODLY-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

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: Students will be introduced to theories, models, frameworks, and the role of management communication and decision making. They will be encouraged to develop their management communication and decision making capabilities through learning set activity.

Outline syllabus: Topics to be covered include:

Working and learning in groups

Culture, communication and decision-making

Stakeholder engagement, communication and decision-making

Evidence based decision making and Decision making models

Quantitative decision making techniques

Effective interpersonal communication for decision making organisations

Verbal and non-verbal communication and active listening

Symbolic behaviour, influence and persuasion

Ethical and Governance issues in management decision making

Part 3: Teaching and learning methods

Teaching and learning methods: This module is centred on students 'learning by doing' and the emphasis is located on problem-posing learning rather than rote teaching. The specific teaching and learning methods of this module are grounded in the principles and practice of action learning. The approach will be developmental and students will be expected to make a substantial contribution to the content and conduct of the module.

The module is primarily experiential (Kolb, 1984) involving each of the four phase cycle of: active experimentation (testing out management capabilities in real time), concrete experience (implementing the project), reflective observation (facilitated reviews in set meetings), and abstract conceptualisation (engaging with management and organisation theory).

Students will work in learning sets where each participant will find creative ways to develop their understandings and practice of management capabilities. These will be negotiated and agreed with the module leader.

Scheduled learning includes lectures, seminars, tutorials, project supervision, demonstration, practical classes and workshops; fieldwork; external visits; work based learning; supervised time in studio/workshop.

Independent learning 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.

The module will typically be studied on a day release basis, although employer preference may dictate a different delivery pattern. Contact time per module will equate to 3 hours per week over a 12 week teaching block.

There is a focus on flipped delivery supported by technology, here the delivery of core theoretical concepts moves from the classroom into the online space and face to face sessions focus on collaborative learning, sense making and sharing of experiences. Post session (face to face) online activities help the student to apply their learning to the context of their organisation and personal and professional development.

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

MO1 Identify a range of processes, procedures and practices for effective management decision making

MO2 Understand the impact of contextual factors on decision making in organisations

MO3 Identify, evaluate and apply relevant theoretical frameworks used in the study of organisational decision making

MO4 Identify, apply and evaluate appropriate quantitative techniques to collect and analyse data to inform management decision making

MO5 Demonstrate capacity for self- and social- awareness in relation to management decision making

MO6 Demonstrate creativity, analytical ability and reflection skills in relation to theory and practice of management communication and decision making

Hours to be allocated: 150

Contact hours:

Independent study/self-guided study = 114 hours

Face-to-face learning = 36 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/umodly-15-1.html) via the following link <https://uwe.rl.talis.com/modules/umodly-15-1.html>

Part 4: Assessment

Assessment strategy: The assessment strategy involves a learning diary where students evidence their learning throughout the module and which includes analysis of a workplace decision and reflection on practice within their organisation.

While summative assessment is as described above, formative feedback is built into the module design and provides opportunities for peer and tutor feedback with regard to developing thinking and approaches to assessment and working with the assessment criteria.

The assessment criteria are reviewed annually to ensure that they reflect the assessment strategy and learning outcomes.

Assessment tasks:**Written Assignment (First Sit)**

Description: Reflective learning diary (2000 words)

Weighting: 100 %

Final assessment: Yes

Group work: No

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

Written Assignment (Resit)

Description: Individual analysis of workplace decision making process (1500 words)

Weighting: 100 %

Final assessment: Yes

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:

Leadership and Management Practice {Apprenticeship-UWE} [Frenchay] BA (Hons)

2023-24