



Module Specification

Culture and Behaviour

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Part 1: Information

Module title: Culture and Behaviour

Module code: UMPDTC-15-M

Level: Level 7

For implementation from: 2021-22

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: Frenchay Campus

Field: Human Resource Management

Module type: Standard

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

Models of individual and organisational performance

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: Scheduled learning: includes face-to-face lectures and further structured asynchronous contact including pre-recorded and/or online lectures, individual or small group clinics, self-directed activities or one-to-one reviews, and core reading.

Independent learning: includes self-directed reading as well as assignment preparation and completion.

This module will be supported by a range of online learning environments, such as Blackboard where a wide range of course materials will be available.

Module 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 = 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://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: Assessment comprises two equally weighted items, both summative in nature but both including formative feedback through tutors' comments on the written proposal students are encouraged to submit for each assessment.

The first assessment comprises a 1500-word literature review on a topic of students' choice within the syllabus. In keeping with the module's emphasis on developing self-awareness, students are required to relate their review to their personal experience. The second assessment is also 1500 words long, and comprises a practical problem-solving exercise relating to another part of the syllabus, again of the student's choice, which requires students to demonstrate creative as well as analytical and diagnostic skills.

Assessment components:**Written Assignment - Component A (First Sit)**

Description: 1500-word literature review on a topic of the student's choice within the syllabus which must be agreed in advance with the relevant tutor. The review must address theory and empirical research in relation to the student's topic; students should also relate this review to their personal experience.

Students will receive formative feedback on a short written proposal submitted to a tutor no more than three weeks prior to the submission deadline.

Weighting: 50 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO3, MO4, MO5

Written Assignment - Component B (First Sit)

Description: Students are required to tackle a real-life problem relevant to one or more parts of the syllabus (eg this could be a problem of leadership, or team-working, or conflict, or motivation etc) other than the topic addressed in Component A. This problem may be drawn from any domain of their life: work, study, home, social life, recreation. In the work domain, this could concern eg an under-performing employee, a problematic leader, abuse of power, gender discrimination etc. In the non-work domain, it could concern study eg conflict within a group of fellow-students, pressures generated by study, lack of motivation, feelings of exclusion on grounds of gender, race, nationality etc.

Students' task is to (a) identify the problem (b) diagnose it, (c) design and justify a practical intervention to solve the problem, and (d) specify criteria by which successful resolution of the problem could be assessed. All parts of the activity need to be supported by relevant literature.

Students will receive formative feedback on a short written proposal submitted to a tutor no more than three weeks prior to the submission deadline.

Weighting: 50 %

Final assessment: Yes

Group work: No

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

Written Assignment - Component A (Resit)

Description: 1500-word literature review on a topic of the student's choice within the syllabus which must be agreed in advance with the relevant tutor. The review must address theory and empirical research in relation to the student's topic; students should also relate this review to their personal experience.

Students will receive formative feedback on a short written proposal submitted to a tutor no more than three weeks prior to the submission deadline.

Weighting: 50 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO3, MO4, MO5

Written Assignment - Component B (Resit)

Description: Students are required to tackle a real-life problem relevant to one or more parts of the syllabus (eg this could be a problem of leadership, or team-working, or conflict, or motivation etc) other than the topic addressed in Component A. This problem may be drawn from any domain of their life: work, study, home, social life, recreation. In the work domain, this could concern eg an under-performing employee, a problematic leader, abuse of power, gender discrimination etc. In the non-work domain, it could concern study eg conflict within a group of fellow-students,

pressures generated by study, lack of motivation, feelings of exclusion on grounds of gender, race, nationality etc.

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Students will receive formative feedback on a short written proposal submitted to a tutor no more than three weeks prior to the submission deadline.

Weighting: 50 %

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 (International) [Sep][FT][Frenchay][1yr] MSc 2021-22

Human Resource Management [Sep][FT][Frenchay][1yr] MSc 2021-22

Human Resource Management [Sep][PT][Frenchay][3yrs] MSc 2021-22