



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: 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: Human Resource Management

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: 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: On successful completion of this module students will achieve the following 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: The assessment is a 3000-word written assignment which would require students to tackle a real-life problem relevant to TWO of the study

units from the module (e.g., one from organisational studies and the other from occupational psychology). This problem may be drawn from any domain of life: work, study, home, social life, recreation. In the work domain, this could concern e.g. an under-performing employee, a problematic leader, abuse of power etc. In the non-work domain, it could concern study e.g. conflict within a group of fellow-students, pressures generated by study, lack of motivation, feelings of exclusion on grounds of gender, race, nationality etc. When choosing an organisational issue students must ensure that they make connections between two of the topics on the module e.g. conflict in a group (groups and teams and personality), problematic leader (leadership and ethics) or abuse of power (power and politics and motivation). This requires students to demonstrate creative as well as analytical and diagnostic skills as well as self-awareness.

The assessment is summative in nature but will include a formative feedback through tutor comments on an essay plan students are encouraged to submit for the assessment.

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

Description: The assessment is a 3000-word written assignment

Weighting: 100 %

Final assessment: Yes

Group work: No

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

Written Assignment (Resit)

Description: The assessment is a 3000-word written assignment

Weighting: 100 %

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) [Frenchay] MSc 2023-24

Human Resource Management [Sep][PT][Frenchay][3yrs] MSc 2022-23