

<b>Module</b>	Managing Organisational Behaviour
<b>Course code</b>	BABH-MOB
<b>Credits</b>	5
<b>Important notes</b>	Available to students who have completed <b>some Basic Management Module or Similar Tuition.</b>
<b>Allocation of marks</b>	50% Continuous Assessment 50% Final Examination

### Module aims and objectives

This module aims to encourage and promote the critical examination of the theory of organisational behaviour. It identifies factors that influence the behaviours of individuals and groups in organisations. The module creates an environment which assists the learner in recognising issues which impact on a company's effectiveness. Throughout the module, learners consider, discuss and analyse concepts, theories and frameworks to explore their potential contributions in aiding their understanding of organisational behaviours from a contemporary perspective.

### Minimum intended module learning outcomes

On successful completion of this module, learners are able to:

- (i) Discuss the challenges organisations face in uncertain times
- (ii) Explain and discuss the impact of power, conflict and politics on organisational behaviours
- (iii) Recognise the role of organisational theory in contemporary settings
- (iv) Identify possible causes of individual and group ineffectiveness.

## Module content, organisation and structure

### **Classical organisational theory and its evolution to the gig economy**

- Introducing contemporary organisational behaviour
- The historical gap
- Studying work and organisations

### **Perspectives on individual behaviour in changing cultural environments**

- Personality and self-identity
- Perception and emotions
- Diversity in all its guises

### **Motivation theory, practice and its influence on Gen Y and Z**

- Motivation theory and its place in the 21<sup>st</sup> century
- Motivators of generation today

### **Enhancing the effectiveness of groups and teams**

- Communications in groups
- Decision making, ethics and social responsibility

### **Leadership for social change**

- A driver for change
- Supporting the individual
- The changing cultural frame

### **Organisational power, politics and conflict at work**

- Appreciating their role
- Resolving the issues

### **Organisational culture: the impact on organisational behaviour**

- Organisational change and stress management
- Organisation climate as an influencer
- Learning and the organisation

## Reading lists and other information resources

### Primary Reading

Daft, R.L., Murphy, J. and Willmott, H. (2020) *Organization theory and design: An International Perspective*. 4<sup>th</sup> Edition. Andover, Hampshire: Cengage Learning EMEA.

Robbins, S., Judge, P. and Timothy A. (2019) *Organisational Behaviour*, 18<sup>th</sup> Edition. Harlow, UK: Pearson.

### Secondary Reading

Batton, J. (2020) *Work and Organisational Behaviour*, 4<sup>th</sup> Edition. London: Macmillan.

Black, J.S. et al. (2019) *Organizational Behavior*. Houston, Texas: OpenStax. Available at:  
<https://openstax.org/details/books/organizational-behavior>

Robbins, S., Judge, P. and Timothy A. (2019) *Organisational Behaviour*, 18<sup>th</sup> Edition. Harlow: Pearson.

Mullins, L. (2016) *Management and Organisational Behaviour*, 11<sup>th</sup> Edition. Harlow, UK: Pearson.