

STAGE 2

Module	Organisational Behaviour
Course code	BABSH-OB
Credits	5
Important notes	Available to students who have completed some Basic Management Module or Similar Tuition.
Allocation of marks	50% Continuous Assessment 50% Final Examination

Intended Module Learning Outcomes

On successful completion of this module, the learner will be able to:

1. Evaluate the organisational factors that contribute to success within the business sector.
2. Illustrate the importance of the individual's contribution to the organisation and factors affecting behaviour and performance.
3. Examine factors which influence group cohesiveness and performance.
4. Discuss and evaluate the main theories of motivation and their application in the current business environment.
5. Assess the importance of good structure for organisational performance
6. Discuss approaches to corporate social responsibilities and ethics in organisations
7. Explain the importance of culture and diversity within the business environment.
8. Recognise the importance of a supportive learning environment in organisations

Module Objectives

This module is designed to provide learners with a clear insight into the behaviours within an organisation, which can impact on a company's effectiveness. The importance of having an understanding of organisational behaviour is vital from both the individual and management's perspective. This module focuses on the interrelationship between the individual, the group dynamic and the internal environment within an organization. This module builds upon the material studied in the Business Management module in Year 1.

Module Curriculum

The Organisational Setting

- Nature of Organisational Behaviour

- Approaches to Organisation and Management

Organisational Structure and Design

- The Meaning and Nature of Organisational Structure
- The Design of Organisation Structure
- Division of Work

Organisation Culture and Change

- Organisational Culture
- The Importance of Culture
- The Nature of Organisational Change
- The Management of Organisational Change

Organisational Control and Power

- Managerial and Leadership Styles and Power
- Elements of Organisation Control
- Delegation and Empowerment
- Behavioural Factors in Control Systems

Work Groups and Teams in Organisations

- The Meaning and Importance of Groups and Teams
- Role Relationships
- Group Values and Norms

Work Motivation and Job Satisfaction

- Needs and Expectations at Work
- Theories of Motivation
- The Meaning and Nature of Job Satisfaction

Diversity and Individual Differences

- Managing individuals at work
- Personality
- Diversity Management & Organisations

The Nature of Learning

- Learning and the Individual

- The learning Organisation
- Facilitating Learning

Organisational Strategy & Ethics

- Corporate Social Responsibility
- The importance of ethics