

MODULE TITLE		Organisations and People			
MODULE LEVEL		7			
MODULE CREDIT POINTS		15			
SI MODULE CODE (if known)		44-7906-00C			
MODULE JACS CODE		N600			
SUBJECT GROUP		SG-44013 Organisational Behaviour & Human Resource Mgmt-O&M			
MODULE DELIVERY PATTERN (✓ as applicable or give dates for non-standard delivery) NB "Semester 3" ends on 31 July each year					
LONG (2 semesters)		SHORT (1 semester)		NON-STANDARD DELIVERY	
				Start Date	Flexible Distance Learning Start date whenever student opts to start
				End Date	Notified to student at start date - 15 weeks per 15 credit module
MODULE ASSESSMENT PATTERN (✓ as applicable - also complete Table A, Section 5, below)					
Single Module Mark with Overall Module Pass Mark of 40%					✓
Single Module Mark - Pass/Fail only					
Up to Three Assessment Tasks with Pass Mark of 40% for each Task and Overall Module Pass Mark of 40%					
Up to Three Assessment Tasks - Pass/Fail only					
Other					
Overall Module Pass Mark if other than 40% (subject to approval)					
MODULE INFORMATION (✓ as applicable - also complete Table A, Section 5)					
Is a timetabled examination required for the assessment of this module?					
Is a timetabled examination required for the reassessment of this module?					
Is the module delivered wholly by Distance Learning (ie. not timetabled at SHU)					✓
Are any staff who are responsible for teaching on this module non-SHU employees?					
MODULE STATUS (✓ as applicable to status of module in the context of current proposal)					
Unchanged: an existing module, presented as unchanged from previous years					
Modified: an existing module being modified as a result of this validation, eg. changes to delivery or assessment pattern, title, credit weighting etc					
New: new module to be approved through current validation process					✓
If status is 'Modified', please give date when modified version is to be available from				Modified Version Available from N/A	
Breakdown of notional study hours by type (Typically requires 10 hours of notional study time for 1 CATS credit)		Tutor-Led (Contact Hours)	Tutor-Directed Study	Self-Directed Study	TOTAL STUDY HOURS for this Module
			30	120	150
OTHER COURSES FEATURING THIS MODULE (please list below)					
None					

1 AIM OF THIS MODULE

The module aims to enable students to gain a wide perspective on the complex inter-relationships between people, organisations and the environment. It provides insights into the organisational and work issues which are of concern to people. It explores the influence the manager can have on people's feelings, behaviour and performance at work. It develops the students' critical understanding of organisational behaviour and human resource management theory and practice to give them the confidence to make informed decisions about the management of people.

The module links to the management mindsets of the effective manager and the reflective leader.

2 BY ENGAGING SUCCESSFULLY WITH THIS MODULE YOU WILL BE ABLE TO

1. Make informed choices about appropriate concepts and theory in organisational behaviour and human resource management which are relevant to particular organisational circumstances, and demonstrate an understanding of these
2. Apply appropriate theory to human resource policy and practice in order to critically evaluate them and offer reflections on the efficacy of the theory
3. Solve problems involving people at work and make judgements about approaches to the management of people within the manager's direct sphere of influence
4. Utilise relevant organisational behaviour and HR theory to show the contribution that people can make to organisational survival or competitive advantage
5. Critically evaluate organisational events (e.g. change programmes, disputes, interventions, activities) in order to inform and advise managers of actions appropriate to achieving beneficial outcomes
6. Act as an independent learner and reflect critically on your own learning experience
7. Act as an informed organisational stakeholder and reflect critically on the impact and implications of your own behaviour

3 THESE ARE EXAMPLES OF THE CONTENT OF THE MODULE

The module content draws on the research fields of organisational theory, organisational behaviour and strategic human resource management. You will be asked to evaluate processes within organisations and in so doing, develop the ability to critically analyse and reflect upon organisational theory and practice. This involves you in engaging with a variety of theoretical constructs by using them to interrogate practice with theory and vice versa. The module aims to develop a critical understanding of the way in which organisations are designed and the implications of this for organisational behaviour. As such, it encompasses the traditional view of organisational behaviour as a subject that is concerned with a focus on the characteristics and processes of individuals and groups, whilst linking this to an organisational analysis perspective which is more concerned with the organisation as a whole. The module also encourages you to engage with the literature and research

on human resource management and apply this in developing your own capability and skills as a manager.

4 THESE ARE THE MAIN WAYS YOU WILL BE SUPPORTED IN YOUR LEARNING TO ACHIEVE THESE OUTCOMES

In line with the faculty's postgraduate framework, the approach to teaching, learning and assessment emphasises links to research and adopts the philosophy that assessment is intended to support learning. Support will be offered through contact with the module team (by email or by phone) during the period of study and in working on assessment, and the course administrator and course leader will also be available to offer guidance.

5 THESE ARE THE WAYS THAT WILL BE USED TO ENABLE YOU TO DEMONSTRATE YOU HAVE MET THE LEARNING OUTCOMES

Assessment will be in the form of individual written coursework, assessed as a package against the module learning outcomes. To pass the module you will be required to complete written coursework based on a negotiated assignment which reflects current areas of research in the field of organisational behaviour and strategic human resource management. The assignment will need to meet the learning outcomes specified in the module guide and assessment criteria. The assignment should demonstrate the ability to critique the theory, literature and current thinking in the field and apply this through organisational examples. The choice of the assignment question will provide evidence that you can identify appropriate organisational issues / problems as the basis for research. These issues will be explicitly linked to show the contribution that people can make to organisational survival or competitive advantage.

There will be additional advice and guidance on the assessment in the form of written guidelines and a marking grid linked to the assessment criteria and learning outcomes.

The pass level criteria are provided in the following table:

Assessment Criterion	Pass
Make informed choices about appropriate concepts and theory in organisational behaviour and human resource management which are relevant to particular organisational circumstances, and demonstrate an understanding of these	Provide limited evidence of informed research and application of organisational behaviour and HRM theory, with a lack of application to organisational examples and analysis of how to apply theory
Apply appropriate theory to human resource policy and practice in order to critically evaluate them and offer reflections on the efficacy of the theory	Offer limited critical analysis of the literature, lacking application of the research to practice and testing of the validity of the theory
Solve problems involving people at work and make judgements about approaches to the management of people within the manager's direct sphere of influence	Provide limited evidence of reflective and reflexive practice in the context of developing professional / personal skills & capabilities
Utilise relevant organisational behaviour and HR theory to show the contribution that people can make to organisational survival or competitive advantage	Show some evidence of a critical understanding of how current research in the field can help managers sustain competitive advantage
Critically evaluate organisational events	Provide limited evidence of the ability to

Assessment Criterion	Pass
(e.g. change programmes, disputes, interventions, activities) in order to inform and advise managers of actions appropriate to achieving beneficial outcomes	analyse and evaluate change processes - more evidence required of how managers action and apply their expertise.
Act as an independent learner and reflect critically on your own learning experience	Reflect without real evidence of critical thought and independent learning
Act as an informed organisational stakeholder and reflect critically on the impact and implications of your own behaviour	Show how individual behaviour impacts on organisational stakeholders, but more evidence required

TABLE A: ASSESSMENT TASK INFORMATION

ASSESSMENT TASK	% weighting of overall module mark	Duration of task / word count / length of exam	In-module retrieval available?	Individual task pass mark ONLY IF OVER 40%**
Written assignment	100%	4000 words	No	

6 THIS IS HOW YOU WILL BE GIVEN FEEDBACK ON YOUR PERFORMANCE

Formative assessment will be offered through activities which you will undertake while studying the module. Assessed work will then be submitted, electronically or in hard copy, to the course administrator and summative feedback will be provided within four working weeks, in accordance with faculty policy.

7 THESE ARE EXAMPLES OF THE KEY LEARNING RESOURCES YOU WILL USE

The material for the module will be provided through a module Blackboard site which offers a sequence of activities, the sections of the module, with supporting material including readings (from e-books, digitalised texts or databases of academic articles), audio files and video files.

Supporting material on approaches to learning, on skills development and on personal development planning will be provided through a course Blackboard site from which the module sites can be accessed.

In addition it is expected that, in applying concepts from the module, you will draw on materials from your workplace and/or other organisations with which you are familiar. You will also be able to contact the module team (via email or phone) to seek guidance on your learning, and issues raised regularly by students will be posted as Frequently Asked Questions to help future learners.

FINAL TASK

According to the Assessment Strategy shown in the Module Descriptor, which task will be the LAST TASK to be taken or handed-in? (Give task number as shown in the Assessment Strategy)	Task No. 1
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MODULE REFERRAL STRATEGY

Task for Task (as shown for initial assessment strategy)	Y
Single Referral Package for All Referred Students	N

REVISIONS

Date	Reason
July 2012	Assessment Framework review