

MODULE DESCRIPTOR

MODULE TITLE	Managing Organisations and People (FT)		
Module Code	44-7952-00S		
Level	7		
Credit Points	15		
Indicative Assessment Tasks & Percentage Weightings	100% Coursework		
Pre-Requisite Modules (if applicable)	None		
Delivered according to Standard Academic Calendar YES	Long: 2 semesters NO	Short: 1 semester YES	Other delivery pattern:

1 MODULE AIMS

The module aims to enable you 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 your critical understanding of organisational behaviour and human resource management theory and practice to give you the confidence to make informed decisions about the management of people.

This links particularly to the management mindsets of the effective manager and the reflective leader, but also recognises the need for an external focus in management thinking.

2 MODULE LEARNING OUTCOMES BY THE END OF THE 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;
8. produce work to an appropriate professional and academic standard.

3 INDICATIVE LEARNING, TEACHING AND ASSESSMENT ACTIVITIES

The module will be delivered in three blocks. There will be some pre-work required in order to conduct initial research on a topic of particular interest. This may involve the collection of material from a previous workplace and/or search of the electronic databases to find relevant articles.

During the blocks a variety of teaching and learning methods will be used. These include:

- Lectures focusing on key issues, theory and contemporary practice;
- Exercises and case studies as the basis of class discussion;
- Videos to illustrate and evaluate organisational practice;
- Examples from the teaching team's research and consultancy to illustrate and evaluate organisational practice.

Once the teaching blocks are completed, you will be expected to undertake supporting reading and in-depth research in order to tackle the assignment. You will be expected to draw upon a wide range of resources, including books, academic articles, case studies, prior and current organisational experiences, organisational documentation, SHU subscribed electronic databases and the internet.

The assignment is 100% coursework. It will require you to select a range of relevant theory and concepts and apply these to an organisation you know well or a case study organisation.

Formative feedback will be provided in class sessions. Summative feedback will take the form of an assessment matrix addressing the module learning outcomes.

4 INDICATIVE MODULE CONTENTS / TOPICS

- Introduction to Organisational Behaviour and Human Resource Management
- Organisational commitment and the psychological contract
- Strategic Human Resource Management
- Resourcing the organisation
- Organisational design and culture
- Performance management
- Emotions and emotional labour
- Power, conflict and politics
- Individual and organisational learning
- Researched topics led by students

FURTHER INFORMATION ABOUT THIS MODULE

- **FURTHER / ADDITIONAL INFORMATION IS AVAILABLE TO SUPPORT THIS MODULE, INCLUDING ASSESSMENT CRITERIA DETAILING HOW YOUR PERFORMANCE IN THE MODULE WILL BE MEASURED, HOW YOU WILL RECEIVE FEEDBACK, DETAILS OF LEARNING RESOURCES AND KEY READINGS.**
- **THIS INFORMATION CAN BE FOUND IN**
 - the module handbook
 - the module blackboard site
- **NOTE THAT THIS ADDITIONAL INFORMATION MAY BE SUBJECT TO CHANGE FROM YEAR TO YEAR**

