

Module Details	
Module Title:	Understanding People in Organisations
Module Code:	HWS6002-C
Academic Year:	2019-20
Credit Rating:	30
School:	School of Nursing and Healthcare Leadership
Subject Area:	Health, Well-Being and Social Care
FHEQ Level:	FHEQ Level 6
Pre-requisites:	
Co-requisites:	

Contact Hours	
Type	Hours
Lectures	36
Tutorials	24
Directed Study	240

Availability	
Occurrence	Location / Period
BDA	University of Bradford / Semester 2 (Feb - May)

Module Aims
To enable students to develop a knowledge and understanding of organisations and the behaviour of the people working in them and promote health and wellbeing in the workplace.

Outline Syllabus
The list below is not exhaustive or inclusive but will include some of the following: Different approaches to understanding organisations and people in organisations: Examination of the following theories: Scientific approach; Systems theory; Contingency approach; Human relations, and Contemporary approaches and consideration of the implications of these for people in organisations; The effects of structures and culture on organisations and people applicable to health, wellbeing and social care groups and teams; differences between groups and teams;

theory of group and team development and cohesiveness; developing teams and team roles; groups and teams effectiveness; high performance teams Power and Control: definitions of power and control; types of power and control; control systems; empowerment of individuals; role ambiguity and role under and over-load; role conflict. Conflict: causes of conflict, types of conflict in organisations, strategies to prevent and manage conflict in organisations and individuals; Healthy workplace; types, presentation and management; understanding the business case for a healthy and productive health, wellbeing and social care work places motivation: definitions of motivation; theories and approaches to motivation; work motivation and job and role design. Leadership: Theories and approaches to leadership; leadership styles and approaches Change Management: Theories and approaches to change, implementing a successful change related to health, wellbeing and social care.

Learning Outcomes

1	Critically discuss relevant theories and approaches to organisations and people`s behaviour at work
2	Critically analyse the actions/behaviour of people in work settings for individuals and organisations and explore the impact on both.
3	Critically analyse the structure and the function of organisations.
4	Communicate with others in a clear and articulate manner, both verbally and in writing
5	Present ideas and arguments in a well-structured and coherent manner.
6	Identify and propose solutions to problems in relation to people in organisations.
7	Gather and evaluate relevant information from a wide variety of sources using manual and online systems.

Learning, Teaching and Assessment Strategy

Key lectures will be delivered and immediately followed up by group tutorials in which the opportunity to critically reflect, analyse, synthesise and evaluate the lecture content will be given, leading to the development of transferable skills. (LOs 01 - 06)

Student's learning will be facilitated via access to lecture notes on the VLE. Students can email each other and the module leader as well as having access to an online discussion board on the VLE.

Directed study consists of reading (books, journals, lecture notes) both directed and student determined, accessing on-line teaching and learning resources both internet and intranet including the Academic Skills Service, (Email advice, one to one support, on-line self help, workshops, skill development through the Develop Me Web site, e.g. academic reading) (LOs 01, 02, 03, 07).

Directed study also includes preparation for tutorials/workshops or individual tutorials with the module leader plus the production of assessment materials spanning course work (LOs 05 - 07).

A written assignment will predominantly assess LOs 01 - 03 &. The presentation will predominantly assess LOs 04 - 07.

Formative assessment and feedback will be available during seminar discussions, at individual tutorial sessions and via written feedback on individual draft work which will facilitate reflection

and preparation for summative assessment (LOs 01 - 07). Students have optionality in negotiating their own topic area for the summative assessment task (LOs 01 - 07)

Mode of Assessment

Type	Method	Description	Length	Weighting
Summative	Coursework	3000 word report	0 hours	100%

Reading List

To access the reading list for this module, please visit <https://bradford.rl.talis.com/index.html>.

Please note:

This module descriptor has been published in advance of the academic year to which it applies. Every effort has been made to ensure that the information is accurate at the time of publication, but minor changes may occur given the interval between publishing and commencement of teaching. Upon commencement of the module, students will receive a handbook with further detail about the module and any changes will be discussed and/or communicated at this point.