

Module Details	
Module Title	Understanding People, Work and Organisations
Module Code	BIC4007-B
Academic Year	2022/3
Credits	20
School	UoB International College
FHEQ Level	FHEQ Level 4

Contact Hours	
Type	Hours
Directed Study	140
Lectures	60

Availability	
Occurrence	Location / Period
BDA	University of Bradford / Non-Standard Academic Year
BDA	University of Bradford / Semester 3

Module Aims
This course aims to introduce students to concepts and theories relevant to understanding the behaviour of people as individuals and in groups within work organisations. It further provides an understanding of organisational design and its impact on the behaviour of individuals and their effectiveness at work. Students consider the management of change within organisations, the impact of technology on job satisfaction and the motivation of people at work. Students are also introduced to both classic and emerging issues within organisations such as sustainability and ethical considerations

Outline Syllabus
This course provides an introduction to the structure of organisations and how this influences the behaviour of people at work and informs issues around people management in current business practice. The students come to understand how behaviour within the workplace influences decision-making in aspects such as identifying organisational objectives. The main topics covered include the theoretical foundations of organisational design and people management, the challenges of people management in the contemporary business setting and issues around organisational culture (decision-making processes, communication) and organisational structures (implementation, management styles and approaches). Students will also study the significance of personality and individual differences and group dynamics, motivation and meaning, conflict, negotiation and resolution and contemporary issues in companies around sustainability and ethical considerations.

Learning Outcomes	
Outcome Number	Description
01	Demonstrate a basic understanding of the principles and theories of organisational behaviour.
02	Demonstrate an understanding of the key concepts relevant to individual and group dynamics within an organisational setting
03	Show an awareness of contemporary issues in people management within organisations.
04	Demonstrate an appreciation of the importance of change management to an organisation
05	Show how businesses respond to issues around sustainability and the need to manage their businesses ethically.

Learning, Teaching and Assessment Strategy
Students are taught this course in a group of up to 18. Delivery is divided equally between seminars and workshops with considerable emphasis on interactivity between teacher and students and between individual students within the group. This is facilitated by the range of activities introduced into classes, the use of group and pair work and of the further opportunities for interactivity provided. Students are encouraged throughout to reflect on their own performance and skills development. The focus of the teaching is on the key points relevant to the course content around the organisation of businesses, styles of management and leadership, the need for effective people management and responses to changes within the work environment. Students are also encouraged through practical tasks and case studies to consider the real-life problems which may face a business in terms, for example, of change management or ethical practice. Student progress is closely monitored by both subject staff and each student's personal tutor. Tutors hold one to one sessions with students during which they are encouraged to reflect on their own progress in meeting their objectives which is particularly valuable in the context of this particular course. Out of this monitoring comes the provision, as necessary, of learner support in specific, identified weaker areas or where students are making limited, unsatisfactory progress. The coursework task and examination are spread through the term and supplemented by a range of shorter-term preparatory exercises. These do not contribute to the final course assessment but are marked and used to provide detailed feedback to assist the students to prepare for the coursework task and examination which contribute to the summative assessment. During the course students are encouraged to reflect on their own progress in their studies and the level of formative assessment with which they are provided is intended to support them in this. It also gives the information required by tutors to provide the students with additional support in areas of weakness and to signpost them towards more challenging tasks in stronger areas.

Mode of Assessment			
Type	Method	Description	Weighting
Summative	Coursework - Written	Essay drawing on the theoretical bases of organisational behaviour (1500 words)	40%
Summative	Examination - Closed Book	Short answer questions and case studies drawing on real-life aspects of the topics studied (2 Hrs)	60%

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.

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