

Module 8

6. 8.1. Organisations and Behaviour

Module title	Organisations and Behaviour				
Module NFQ level (only if an NFQ level can be demonstrated)	8				
Module number/reference	BS08				
Parent programme(s)	Bachelor of Arts (Honours) in Business Studies				
Stage of parent programme	Stage 1				
Semester (semester1/semester2 if applicable)	Semester 2				
Module credit units	ECTS				
Module credit number of units	5				
Duration of the module	One Academic Semester, 12 Weeks Teaching.				
Average (over the duration of the module) of the contact hours per week (see * below)	3.				
Allocation of marks (within the module)					
	Continuous assessment	Supervised project	Proctored practical examination	Proctored written examination	Total
Percentage contribution	50%			50%	100%

Minimum intended module learning outcomes

On the successful completion of this module, students should be able to:

MIMLO 8.1 Describe and discuss the main theories of organisational behaviour and key concepts and principles used to understand human activity within organisations.

MIMLO 8.2 Identify and critically analyse the relationship between leadership, management practice, and organisational culture and behaviour.

- MIMLO 8.3** Compare and contrast competing theories of motivation in the study of organisational behaviour.
- MIMLO 8.4** Propose solutions to overcoming work-based conflicts in complex organisations and team-working environments.
- MIMLO 8.5** Identify causes of workplace stress, classify the basic needs and expectations of employees, and suggest ways in which reward systems can be used to improve employee motivation and engagement.

Module content, organisation and structure

Indicative Syllabus:

Development of Organisation

- Historical development of organisation and management;
- Scientific Management, Human Relations; Contingency and Systems Theory;
- The strategy, aims, objectives, policies of organisations and developments influenced by innovation, quality, value for money and human resources

Nature of Organisational Behaviour

- The Nature and Study of Organisational Behaviour
- the meaning of organisational behaviour
- the importance of the study of organisational behaviour • Relevance to management

Perception and Perceptual Error

- Social Perception
- The perceptual process
- Factors influencing perception
- Perceptual organisation
- Person perception: errors and remedies

Attitudes and Emotions

- Work-Related Attitudes
- Nature of attitudes
- Attitude change
- Job satisfaction

Personality

- Personality and the definition problem
- Theoretical approaches to personality
- Assessing personality techniques
- Problems associated with personality testing
- Workplace applications

Motivation in Organisations

- the meaning of motivation
- Approaches to motivation at work
- Content theories of motivation
- Process theories of motivation

Group Dynamics and Teamwork

- Nature and importance of teams and groups
- Differentiating groups from teams
- Types of teams and groups
- Stages of group development
- Group performance factors
- Benefits and cost of teams in organisations
- Types of teams
- Introduction of teams in organisations
- Team issues

Conflict in Organisations

- Definition of conflict
- Sources of conflict
- Functional and dysfunctional conflict
- Frames of reference on conflict
- Managing conflict, negotiation

Organisational change and stress management

- Identify forces that act as stimulants to change
- Contrast planned and unplanned change
- List the forces for resistance to change
- Compare approaches to managing organisational change
- Define stress and identify its potential sources
- Identify the consequences of stress
- Contrast the individual and organisational approaches to managing stress
- Consequences of stress

Reading lists and other information resources

Title	Author	Publisher	Year
Essential:			
Make that Grade – Organisational Behaviour	Michele Keogh	Gill & MacMillan	2013
Organisational Behaviour	Robbins, Judge and Campbell	Pearson Educational Ltd	2017
Organisational Behaviour	McShane / Von Glinow 7 th Ed.	McGraw Hill International	2015
Management and Organisational Behaviour, 11 th Ed.	Mullins, Laurie, J	Pitman Publishing	2016
Organisational Behaviour	Buchanan, D & Huczynski, A.	Prentice Hall Publishers	2007
Organisational Behaviour	Robbins, Stephen	Prentice Hall Publishers	2017

Companion Websites:

www.gillmacmillan.ie

<http://www.prenhall.co.uk>

<http://www.ftmanagement.com>

<http://www.pearsoneduc.com>