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## MODULE DESCRIPTOR

### Module Title

Understanding Organisations

Reference	BS2313	Version	2
Created	February 2017	SCQF Level	SCQF 8
Approved	July 2013	SCQF Points	15
Amended	May 2017	ECTS Points	7.5

### Aims of Module

The aim of this module is to provide a foundation in Organisational Behaviour to improve the student's understanding and management of people at work.

### Learning Outcomes for Module

On completion of this module, students are expected to be able to:

- 1 Recognise and discuss the different perspectives on work organisations and culture.
- 2 Interpret key concepts and theories with regard to individual differences and apply these appropriately to specific situations.
- 3 Interpret the key concepts with regard to group behaviour and apply these appropriately to specific situations.
- 4 Explain how organisational performance can be improved through the effective management of human resources.

### Indicative Module Content

Study of individual differences covering such topics as the nature of perception; interpersonal communication; and work motivation. The nature of groups covering such topics as formal and informal groups; group decision making; cohesiveness; group norms; group roles and group development. How managers can make the best use of human resources in organisations focusing on topics such as the structure of organisations; the nature of leadership; power in organisations and the management of conflict.

### Module Delivery

This module is delivered in a blended learning mode with core content provided online and learning consolidated during workshops.

**Indicative Student Workload**

	Full Time	Part Time
Contact Hours	N/A	12
Non-Contact Hours	N/A	138
Placement/Work-Based Learning Experience [Notional] Hours	N/A	N/A
TOTAL	N/A	150
<i>Actual Placement hours for professional, statutory or regulatory body</i>		

**ASSESSMENT PLAN**

*If a major/minor model is used and box is ticked, % weightings below are indicative only.*

**Component 1**

Type:	Coursework	Weighting:	50%	Outcomes Assessed:	1, 2
Description:	Essay				

**Component 2**

Type:	Coursework	Weighting:	50%	Outcomes Assessed:	3, 4
Description:	Report				

**MODULE PERFORMANCE DESCRIPTOR****Explanatory Text**

The Module is assessed by two components: C1 - Coursework - 50% weighting. C2 - Coursework - 50% weighting. Module Pass Mark = Grade D (40%)

Module Grade	Minimum Requirements to achieve Module Grade:
<b>A</b>	At least 70% on weighted aggregate and at least 35% in each component
<b>B</b>	At least 60% on weighted aggregate and at least 35% in each component
<b>C</b>	At least 50% on weighted aggregate and at least 35% in each component
<b>D</b>	At least 40% on weighted aggregate and at least 35% in each component
<b>E</b>	At least 35% on weighted aggregate
<b>F</b>	Less than 35% on weighted aggregate
<b>NS</b>	Non-submission of work by published deadline or non-attendance for examination

**Module Requirements**

Prerequisites for Module	None.
Corequisites for module	None.
Precluded Modules	None.

**INDICATIVE BIBLIOGRAPHY**

- 1 BRATTON, J., 2010. *Work and organisational behaviour*. 2nd ed. Basingstoke: Palgrave McMillan.
- 2 MULLINS, L.J., 2010. *Management and organisational behaviour*. 9th ed. Harlow: Prentice Hall.
- 3 NELSON, D.L. and QUICK, J.C., 2013. *ORGB3*. Mason OH: Cengage Learning.
- 4 ROLLISON, D., 2008. *Organisational behaviour and analysis: an integrated approach*. 4th ed. Harlow: Prentice Hall.