ROBERT GORDON UNIVERSITY ABERDEEN

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MODULE DESCRIPTOR

Module Title

The Influential Safety Practitioner: Understanding Individuals And Organisations

Reference	BSM828	Version	4
Created	May 2018	SCQF Level	SCQF 11
Approved	November 2018	SCQF Points	30
Amended	July 2018	ECTS Points	15

Aims of Module

To develop an understanding of the influence of individual, group and organisational factors and the role of people management in relation to the mitigation of risk in health and safety.

Learning Outcomes for Module

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

1	Critically analyse the contribution of individual, group and organisational factors on people's health, safety and risk behaviours and performance at work.
2	Critically assess the role of leadership and culture in relation to health, safety and risk.
3	Evaluate the role of people management in shaping desired behaviour and performance in relation to health, safety and risk.

Indicative Module Content

Organisational (culture, change, conflict, stress), team (group processes and behaviours) and individual (motivation, perception, leadership, personality, communication, attitudes) factors which have to be considered when aspiring to a positive health and safety culture. How individual, group and organisational factors influence hazard identification, risk assessment and management of risk. Skills relating to competence (recruitment, selection, induction, managing performance, training, continuing professional development, identifying needs and evaluating training), employee relations (involvement, welfare, discipline, grievance, and relationships) reward, control and co-operation. Professional and ethical standards in relation to health, safety and risk. Influence of competence on employees at all levels on hazard identification, risk assessment and management of risk.

Module Delivery

This module will be delivered using a variety of methods, focusing primarily on student-centred learning. This will include lectures, seminars, tutorials and workshops, with a strong emphasis on student participation. As students are online,they will achieve this through access to a range of materials to facilitate their learning, including topic guides, presentations and tutorials, plus exercises, group-work and discussions.

Indicative Student Workload

	Full Time	Part Time
Contact Hours	N/A	76
Non-Contact Hours	N/A	224
Placement/Work-Based Learning Experience [Notional] Hours	N/A	N/A
TOTAL	N/A	300
Actual Placement hours for professional, statutory or regulatory body		

ASSESSMENT PLAN

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

Component 1

Type:	Coursework	Weighting:	60%	Outcomes Assessed:	1, 2
Description:	Individual coursework report				

Component 2

Type:	Coursework	Weighting:	40%	Outcomes Assessed:	3
Description:	Individual coursework				

MODULE PERFORMANCE DESCRIPTOR

Explanatory Text

The Module is assessed by two components: C1 - Coursework - 60% weighting. C2 - Coursework - 40% weighting. Module Pass Mark = Grade D (40%)

Module Grade	Minimum Requirements to achieve Module Grade:
A	At least 70% on weighted aggregate and at least 35% in each component
B	At least 60% on weighted aggregate and at least 35% in each component
C	At least 50% on weighted aggregate and at least 35% in each component
D	At least 40% on weighted aggregate and at least 35% in each component
E	At least 35% on weighted aggregate
F	Less than 35% on weighted aggregate
NS	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	ARMSTRONG, M., 2023. *Armstrong's Handbook of Human Resource Management Practice: A Guide to the Theory and Practice of People Management.* 16th ed. London: Kogan Page. *ebook*
2	ARNOLD, J., COYNE, I., RANDALL, R., and PATTERSON, F., 2020. *Work psychology: understanding human behaviour in the workplace.* 7th ed. Harlow: Pearson. *ebook*
3	GLENDON, A., and CLARKE, S., 2015. *Human safety and risk management.* 3rd ed. Boca Raton: CRC Press. *ebook*
4	HEALTH and SAFETY EXECUTIVE, 2013. *Managing for health and safety (HSG65).* London: HSE
5	STEVENS, J., 2005. *Managing risk: the human resources contribution.* London: LexisNexis. *ebook*