MODULE DESCRIPTOR

Module Title

Organisational Behaviour

Reference	BSM845	Version	2
Created	January 2024	SCQF Level	SCQF 11
Approved	February 2022	SCQF Points	15
Amended	March 2024	ECTS Points	7.5

Aims of Module

The aim of this module is to provide students with an in depth understanding of relevant theories and models that are used to explain the ways in which humans behave in organisations and the formal and informal structures in place in organisations that impact those behaviours.

Learning Outcomes for Module

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

1	Review and critically evaluate contemporary issues in the context of current research in the field of organisational behaviour and their impact on elements of HRM.
2	Analyse how organisations address and manage change, the impact of change on people management and the role of leadership in that process.
3	Critically discuss and assess the choices organisations make in respect of their management of individuals and teams in the organisation.
4	Evaluate how theories and models of OB and HRM are put into practice by organisations and the ethical dimensions of why and how they do this.
5	Demonstrate critical knowledge and understanding of the contribution of principles-led, evidence-based decision making to organisational behaviours and outcomes.

Indicative Module Content

Theories, models and frameworks that organisations use intentionally, or otherwise, to manage their human resources and the way in which those human resources interact with each other and the organisation. The module is structured into five key themes:- Theme 1: The Organisational Context Theme 2: Individuals in Organisations Theme 3: People as Groups and Teams Theme 4: Organisational Management Theme 5: Leadership

Module Delivery

This module is delivered for on campus students via a series of interactive live lectures and tutorials in addition to pre-recorded content. The live sessions are student-led and often require group work to analyse case studies. Students are also required to undertake directed and independent self-study. Online students will have access to a range of materials and tools to facilitate their learning including topic guides, recorded lectures, online tutorials, exercises, group-work areas and discussion forums. In addition to the sessions with a tutor, online quizzes and knowledge checkers may be used to assist online learners to benchmark their knowledge as they go. External speakers may also be used to further contextualise the module content.

Indicative Student Workload

	Full Time	Part Time
Contact Hours	36	36
Non-Contact Hours	114	114
Placement/Work-Based Learning Experience [Notional] Hours	N/A	N/A
TOTAL	150	150
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:	Examination	Weighting:	100%	Outcomes Assessed:	1, 2, 3, 4, 5
Description:	Open Book Exam				

MODULE PERFORMANCE DESCRIPTOR

Explanatory Text

Component 1 comprises 100% of the module grade. To pass the module, a D grade is required.

Module Grade	Minimum Requirements to achieve Module Grade:
A	A
B	B
C	C
D	D
E	E
F	F
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	BUCHANAN, D.A. and HUCZYNSKI, A.A., 2019. *Organisational Behaviour.* 10th ed. London: Pearson.
2	MARCHINGTON, M. et al., 2020. *Human Resource Management at Work.* 7th ed. London: CIPD Kogan Page.
3	KING, D. and LAWLEY, S., 2019. *Organizational Behaviour.* 3rd ed. Oxford: Oxford University Press.
4	ARMSTRONG, M., 2020. *Handbook of Human Resource Management Practice.* 15th ed. London: Kogan Page.
5	MULLINS, L., 2019. *Organisational Behaviour in the Workplace.* 12th ed. London: Pearson.