Module 11:   Organisational Behaviour

Stage	2
Semester	1
Module Title	Organisation Behaviour
Module Number	11
Module Status	Mandatory
Module NFQ level	7
Pre-Requisite Module Titles	Business Management
Co-Requisite Module Titles	N/A
Capstone Module?	No
List of Module Teaching Personnel	Jacqueline Tracey, Catherine Lane, Aodhin Forbes.

Contact Hours				Non-contact Hours			Total Effort (hours)
46				54			100
Lecture	Practical	Tutorial	Seminar	Assignment	Placement	Independent Work	
36		10		20		34	100

Allocation of Marks (Within the Module)					
	Continuous Assessment	Project	Practical	Final Examination	Total
Percentage Contribution	50			50	100

Intended Module Learning Outcomes

On successful completion of this module, the learner will be able to:

1. Evaluate the organisational factors that contribute to success within the business sector.
2. Illustrate the importance of the individual's contribution to the organisation and factors affecting behaviour and performance.
3. Examine factors which influence group cohesiveness and performance.
4. Discuss and evaluate the main theories of motivation and their application in the current business environment.
5. Assess the importance of good structure for organisational performance
6. Discuss approaches to corporate social responsibilities and ethics in organisations
7. Explain the importance of culture and diversity within the business environment.
8. Recognise the importance of a supportive learning environment in organisations

Module Objectives

This module is designed to provide learners with a clear insight into the behaviours within an organisation which can impact on a company's effectiveness. The importance of having an understanding of organisational behaviour is vital from both the individual and management's perspective. This module focuses on the interrelationship between the individual, the group dynamic and the internal environment within an organization. This module builds upon the material studied in the Business Management module in Year 1.

Module Curriculum

The Organisational Setting
- Nature of Organisational Behaviour
- Approaches to Organisation and Management

Organisational Structure and Design
- The Meaning and Nature of Organisational Structure
- The Design of Organisation Structure
- Division of Work

Organisation Culture and Change
- Organisational Culture
- The Importance of Culture
- The Nature of Organisational Change
- The Management of Organisational Change

Organisational Control and Power
- Managerial and Leadership Styles and Power
- Elements of Organisation Control
- Delegation and Empowerment
- Behavioural Factors in Control Systems

Work Groups and Teams in Organisations
- The Meaning and Importance of Groups and Teams
- Role Relationships
- Group Values and Norms

Work Motivation and Job Satisfaction
- Needs and Expectations at Work
- Theories of Motivation
- The Meaning and Nature of Job Satisfaction

Diversity and Individual Differences
- Managing individuals at work
- Personality
- Diversity Management & Organisations

The Nature of Learning

- Learning and the Individual
- The learning Organisation
- Facilitating Learning

Organisational Strategy & Ethics
- Corporate Social Responsibility
- The importance of ethics

Reading lists and other learning materials

Mullins, L. J. (2011). *Essentials of organisational behaviour*. Harlow [u.a.]: Financial Times Prentice Hall.

Tiernan, S., Morley, M., & Foley, E. (2013). *Modern management: theory and practice for students in Ireland*. Dublin: Gill & Macmillan.

Knights, D., Willmott, H., & Brewis, J. (2012). *Introducing organizational behaviour and management*. United Kingdom: Cengage Learning.

In addition learners are given a class reading pack which contains recent and relevant journal articles which have been sourced by the lecturer and are deemed most applicable to the module content.

Journals and Papers to refer to for research:
Sunday Business Post
Irish Times
Harvard Business Review
Business and Finance
Business Plus

Websites and databases for research:
www.socreonline.org.uk
www.shrm.org
Business Source Premier
Emerald Insight
LEXIS NEXIS
Sage Journals Premier

Module Learning Environment

Lectures and tutorials are held in traditional classroom settings. Emphasis is placed on drawing out learners' views on the models and theories in order to encourage deep engagement with the material. Moodle is used extensively to support and direct learners beyond the face-to-face encounters and in addition for interactive activities such as contributions to an on-line Wiki.

Module Teaching and Learning Strategy

This module is specifically designed to develop the learner's understanding of organisational structures and the success factors within those organisations. The module is delivered through lectures, case studies, supporting tutorials, videos, online resources and guest speakers. Case studies review typical business organisational structures (retail, marketing, banking, public sector), organisation behaviours, management styles and motivational methods. Guest speakers are invited to discuss topics specific to this syllabus and learners are also required to read extensively on the subject matter and are given prescribed reading material prior to lectures.

Module Assessment Strategy

Course work for this module accounts for 50% of the overall marks (a sample assignment is included in appendices). As part of formative assessment learners are encouraged to contribute to an Organisational Behaviour Wiki on Moodle in which learners can individually contribute their own discussion and examples of theories and topics discussed throughout the semester. The coursework is allocated to one of the following; in-class test, or examination of a case study or written essay. In addition knowledge and an ability to apply the theory of the material is assessed through a 50% end of term examination on module completion.