

MODULE DESCRIPTOR

MODULE TITLE	MANAGING PEOPLE AND LEADING ORGANIZATIONS		
MODULE CODE	BM 4031 (L7)	CREDIT VALUE	20 UK CREDITS / <u>10 ECTS</u>
SCHOOL	SCHOOL OF BUSINESS AND MANAGEMENT		

MODULE AIMS

This module aims to provide students with an understanding of the impact of individuals and groups in creating, shaping, and leading organisational behaviours. In this module students will learn and understand organisational behaviour from a managerial and critical viewpoint and will gain knowledge of how human resource management practices can respond to trends and emerging themes within the context of modern organisations. Students will have an opportunity to develop their knowledge and ability to apply relevant theories, tools, and techniques to practical real-world cases.

More specifically, students will have an opportunity:

1. to develop their understanding of the importance of the design and implementation of human resource management practices as well as the effect of these on organisational behaviour and leadership.
2. to evaluate the role of leaders and teams in the workplace context.
3. to critically analyse the impact of organisational behaviour models on organisational performance.
4. to generate critiqued insights on the importance of the study of organisational behaviour from a leadership perspective.

MODULE CONTENT

Indicative module content will typically include:

- The internal and external of the organisation environment
- Organisational culture
- Personality and values
- Managing individual behaviour at work:
 - Ability and behaviour
 - Attitudes and behaviour
- Motivation, engagement, reward, and performance management
- Collaborative working and teams
- Leadership, line management and HR decision making
- Coaching and mentoring
- Communication and involvement at work
- Organisational designs and employee behaviour

INTENDED LEARNING OUTCOMES

On successful completion of this module a student will be able to:

1. Critically evaluate the extent to which organisational behaviour can reshape effective people management practices.
2. Critically interpret the impact of leadership and leaders on major organisational issues, e.g., motivation, engagement, performance.
3. Evaluate the latest leadership and management trends in shaping strategic development of organisations.
4. Appraise how human resource management practices can lead organisations and contribute to the achievement of organisational strategy and vision.

TEACHING METHODS

The module tutor/s will deliver the lecture material through asynchronous online lectures (recorded in MS Teams and accessible via Blackboard) followed by interactive activities and directions for further reading and research. Students will have the opportunity to engage with a variety of activities across sessions, such as simulations, scenarios, expert talks, and reflection activities, and post their responses/views/ideas asynchronously on discussion boards. Students will also be provided with self-assessment quizzes, so that they can reflect on their progress. They will also be guided to use synchronous peer-to-peer discussions via MS Teams for specific activities, thus promoting and enabling the exchange of ideas and experiences.

Students will also be asked to deliver responses on issues or questions via recorded messages on Teams, instead of written responses in the forum. Following these interactive activities, students will receive feedback in various forms. For online quizzes, students will get real-time automatic feedback. For addressing other questions (e.g., relevant to a scenario or case study), rubrics are utilised so that students can self-evaluate their performance, thus promoting self-assessment. For sharing their ideas/views/valuations on the discussion forum, students will receive feedback from their tutors as well as their peers. Therefore, tutors will provide feedback by direct responses as well the other forms explained above. Where appropriate, students will be also provided with relevant further reading, web links and resources for independent study. The purpose of incorporating such a large variety of activities is based on the importance of students' development of a diversity of transferable skills, along with providing an interesting and engaging environment for learning. Speakers from leading organizations or experts will be invited, where possible, to deliver live and recorded talks to further enhance the students' experience. Students will also be provided with relevant further reading, weblinks and resources for independent study. Through independent study, students will be able to further enhance their knowledge in specific aspects discussed in the lecture which may be of interest to them. Different means of communication will be utilized by the tutor to offer support to the students based on the reported issue, e.g., MS Teams, Blackboard, and email. If the need arises, the module tutor will schedule live sessions to provide further feedback to the students.

ASSESSMENT METHODS

This module is assessed through one Portfolio and one Written Examination.