



Module code	PO20_PBUS7E	NQF level	7
Credit value	10	Study duration	6 weeks

People and Organisations

Module description

This module is designed to encourage students to think and reflect upon the nature of managing people and organisations. In particular, the module encourages students to consider many of the key human aspects of management that are, so often, taken for granted and in so doing provides students with an understanding of core issues that shape the management of organisational performance. Building upon an awareness of these key debates, the module invites participants to analyse workforce issues that shape their management practice.

This module aims to:

- Appreciate and analyse the role of people in shaping organisational performance
- Enhance in-depth understanding and awareness of own behaviour and small group dynamics in a variety of work settings
- Enhance in-depth understanding of the process of change and the management of change in organisations

Learning outcomes

On completion of this module, students will be able to:

- analyse the assumptions that shape our appreciation of workers and the human issues of work
- discuss the role of people and managerial work from a variety of perspectives
- reconsider their managerial practice in the light of critical research on behaviour in organisations
- acknowledge and reflect critically upon those aspects of organisational life that are central to management practices with particular regard to contemporary business practice
- reflect critically on management practices and people in different types of organisations

Syllabus

- Introduction to organisational behaviour and motivation at work
- Work team and leadership dynamics
- Creativity and collective creativity
- Organisational culture
- Change and technology at work
- Key functions of HRM
- Emerging challenges for HRM

Learning and teaching methods

This module will be delivered by learning materials provided on the learning platform supplemented by readings. Tutor support will be available to students via phone, email, and a fortnightly seminar session.

Description of unit of assessment	Length/Duration	Submission date	Weighting
End of module project	2,500 to 3,000 words	End of Unit 6	70%
Discussion forums x2	Up to 10 posts in each forum	End of Units 2 and 4	20%
Individual reflective journal	3 entries	End of Units 2, 4 and 6	10%