



## Module Specification

Key Information			
Module title	Organisational Behaviour and Human Resource Management		
Level	7	Credit value	15
Lead College	QMUL	Notional study hours and duration of course	150
Module lead author/ Subject matter expert	Dr. Aikaterini Koskina		
Module co-author(s)	None		
Notice to students	None		

### Rationale for the module

This module provides an understanding of key theoretical and practical issues relating to organisational behavior and human resource management. Human resource knowledge from this module can be applied to different external contexts impinging upon organisations around the globe, yet managers need to adapt their internal organisational behaviours to deal with them. The module is best suited to those who wish to develop a reasoned and analytical understanding of human behaviour in organisations.

### Aims of the module

This module aims to develop knowledge and understanding of how organisations behave and how they manage their people. It aims to provide students with the ability to lead people more effectively to enhance organisational performance. The module will critically analyse the purpose of HR within organisations and how strategic and successful HR policies are implemented.

## Topics covered in this module:

1. Introducing Organisational Behaviour and Human Resource Management;
2. Organisational Culture and Structures;
3. Motivation and Teamwork;
4. The Changing Nature of Work;
5. Recruitment and Selection;
6. Engagement, Commitment and Retention;
7. Employee Performance;
8. Attendance and Absence;
9. Employee Wellbeing; and
10. Redundancy and Dismissal.

*The topics covered may be revised to ensure currency and relevance. Students will be advised of any changes in advance of their study.*

## Learning outcomes for the module

### A. Knowledge, Understanding and Cognitive Skills

At the end of this module learners should be able to:

1. Demonstrate understanding of the key concepts, theories and procedures used by organisations in managing people
2. Explain management practices associated with contemporary organisations
3. Analyse key aspects of organisational behaviour and current HR practice
4. Assess the impact of key components of current HR practice upon the organisation
5. Evaluate HR policies and practices for greater accountability and responsibility from both an employer and an employee perspective.
6. Identify and evaluate options and solutions to organisational and people management problems
7. Synthesise and use information and knowledge about organisational behaviour and people management effectively

### B. Practical, Professional and Key Skills

At the end of this module, learners will have developed:

1. Critical evaluation skills of organisational behaviour and current HR practice
2. Ability to utilise key practices relating to HRM
3. Analytical and writing skills in a time constrained setting
4. Ability to plan work and study independently
5. Ability to apply reason and justification within discussion

## Learning and Teaching Strategy and Methods

In addition to the core principles of the learning & teaching strategy and methods for this programme provided in the Programme Specification, Regulations and programme induction, the learning resources for this module are designed by a team supporting the module author with instructional design, learning technology and project management skills.

All students receive comprehensive learning materials in a variety of e-formats for use with different electronic devices. Online learning activities and formative assessments are a key feature of this framework and are linked to the online materials with a Student Progress Log illustrating the level of progress against learning outcomes and syllabus progress. Students can see their skills development through a 'Skills Portfolio', which evolves through the student's completion of formative and summative assessment.

Students will demonstrate their learning through a variety of activities. Moderated peer group exercises will help students demonstrate achievement of learning objectives from conceptual understanding to critical analysis. Students will demonstrate critical analysis skills through participation in discussions to review business models with which they were familiar and others of which they were unaware. Module tutors and programme Student Relationship Managers will be a useful resource for students looking for support with their online discussion and engagement.

Self-assessment exercises will provide students with the opportunity to gauge their learning against topic and module learning objectives as well as against confidence level in their own understanding. This will allow students to identify which content areas require further work on their part.

Learning materials are divided into topics of 10-12 hours of student effort to support student's time management and motivation for study. The learning content is a mixture of video, text, learning activities and formative assessments, with allocated time for preparation, revision and review relating to each item of summative assessment.

## Assessment strategy, assessment methods

### **Pass Mark**

The pass mark is 50% for each element of assessment.

### **Assessment Elements**

#### **1. Coursework (30% weighting)**

There is one item of coursework for this module which contributes to the final assessment mark for this module:

Coursework: An assessment with several short essays and/or problems to answer (deadline – weeks 9-12)

The coursework is designed to check student progress, extend and reinforce concepts covered and also test individual performance.

#### **2. Examination (70% weighting)**

The final piece of assessment will be an unseen written examination of 2 hours' duration.

## Learning resources

### Learning materials

Learning activities and formative assessments for this module are designed and developed by the Lead Author/Module Leader and incorporate the following:

- Short videos
- Learning activities (including discussion forum activities)
- Formative assessments (multiple-choice and True/False quizzes, short answer self-assessments, case study work and matching exercises)
- Learning content

### E-resources

All students can access to the e-resources of the University of London which includes a wide range of management journals. Students will be directed to journals within each topic of study and given online resources to enhance their information literacy skills as part of the student induction

### Core text(s)

The learning content will be drawn from two key texts, including that listed (see below).

Author: Mullins, L. J. and Christy, G.

Title: Management & Organisational Behaviour (11th edition)

Publisher: Pearson

Year: 2016

Author: Pilbeam Stephen and Corbridge Marjorie

Title: *People Resourcing and Talent Planning: HRM in Practice* (4<sup>th</sup> edition)

Publisher: Pearson

Year: 2010

### Other references

The following is an illustrative list of the reading materials that will be referred to in the module:

- Torrington, D., Hall, L., Taylor, S and Atkinson C. (2014). *Human Resource Management* (9<sup>th</sup> edition). Harlow: Pearson.
- Wilkinson, A. and Redman, T. (2013). *Contemporary Human Resource Management: Text and Cases* (4<sup>th</sup> edition). Harlow: Pearson.