

**MODULE: ORGANISATIONAL BEHAVIOUR**

CODE	BAIHM-1-2-09
Number of credits	4 semester credits / 6 quarter units
Stage	1
Theme:	Human Resource Management

**INTRODUCTION**

Organisational Behaviour will introduce the students to the nature of the organisations, their methods of working, the roles within them and the business environment in which they operate.

It will provide students with an insight into the reality of the modern organisational world, the importance of the organisation in economic activity and the importance of analytical thinking to human behaviour in organisations.

This module is presented in the context of the international organisational environment and aims to help the student understand and analyse the working of an organisation, and the processes that take place within it.

**AIMS**

- To provide students with an understanding of organisational structure and culture.
- To present the business context within which Organisational Behaviour Operates

**LEARNING OUTCOMES**

On completion of the module successful students will be able to:-

- Recognise and discuss the primary motivating factors governing employee behaviour.
- Examine the component tasks involved in management.
- Distinguish between different organisational structures and management styles.

**SYLLABUS**

Foundations of Organisational Behaviour

- Introduction
- Approaches to Organisational Behaviour
- Issues and research methods

Development of Organisation

- Historical development of organisation and management – Scientific Management, Human Relations, Contingency Systems.

- The strategy, aims, objectives, values, policies of organisation/department and developments thereof as influenced by innovation, quality, value for money and human resources.

#### Organisation Structure and Strategy.

- Different structural configurations, factors influencing the choice of structure.
- Different activities/functions within the organisations and their interaction.
- Strategy – Corporate, business and functional strategy.
- Central co-ordination and planning
- Commercial (including sole traders, partnerships, companies, public and private.
- Non-commercial (including public sector organisations, public utilities, non-departmental public bodies, clubs and societies, learned, social and recreational.

#### Organisations and their Socio-cultural and political environment.

- Direct and indirect variables and their impact on the organisational environment.
- Demographic structure and product/labour markets.
- Socio-economic groupings – income distribution, and spending patterns.
- Influence of culture on organisational values, attitudes, behaviour and performance.
- Corporate social responsibility
- Stakeholders- primary and secondary relationships.

#### Introduction to Management Behaviour

- The role of management in relation to the organisation's human resources and the relationship of management style to organisational structure, strategy and culture.
- The nature of general management and the changing nature of managerial work.
- Role of the manager and managerial styles.
- Delegation and decision making.

#### Behavioural Processes

- Work motivation/delgation/empowerment
- Personality theories
- Leadership theories
- Communications
- Group dynamics

#### Behavioural Consequences

- Informal organisations
- Group dynamics
- Conflict/Politics
- Managing change

## **WORKLOAD**

Contact:	60 hours
Directed Learning:	15 hours
Independent Learning Time:	45 hours
Total	120 hours