

Module code: MOD007193	Version: 3 Date Amended: 22/Jul/2022
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1. Module Title
Organisational Behaviour

2a. Module Leader
Ben Reynolds

2b. School
School of Management

2c. Faculty
Faculty of Business and Law

3a. Level
4

3b. Module Type
Standard (fine graded)

4a. Credits
15

4b. Study Hours
150

5. Restrictions			
Type	Module Code	Module Name	Condition
Pre-requisites:	None		
Co-requisites:	None		
Exclusions:	None		
Courses to which this module is restricted:			

LEARNING, TEACHING AND ASSESSMENT INFORMATION

6a. Module Description

You'll be introduced to a range of organisational behaviour issues that you may encounter in your career and be provided with evidence-informed analyses of ways in which culture, leadership, structure and motivation affect workers and workplaces. This foundation enables you to analyse the human side of management and diagnose problems affecting organisations both independently and as part of a group. You'll have the opportunity to take managerial, critical, symbolic-interactivist and feminist perspectives to business issues and organisational behaviour related theories, models and concepts to build your social capital and critical analytical skills. Specifically, we will equip you with the knowledge and human capitals to understand how people and organisations function in individual, group and organisational levels based on the latest academic evidence on topics such as motivation, leadership, teams, organisational structure and culture. Finally, we aim to inspire you to value and continuously use the best available academic evidence on effective management of people and organisations throughout your career.

6b. Outline Content

This module therefore contributes to the Anglia Ruskin Learning Literacies, including:

Independent Learning Literacy – Students are given 12 weeks to work on the seen case study independently and with their groups to prepare for the presentation and final report.

Distance Learning students - Students are given 12 weeks to work on the seen case study independently to prepare for the presentation and final report.

Academic Literacy – enhanced understanding of key ideas and debates across a range of OB-related issues;

Social Learning Literacy - By requiring them to engage in social and collaborative learning in tackling problems for their assessment

Creative learning literacy – By exposed to a variety of approaches to doing their assessment tasks and using imagination in trying to solve problems for their assessment.

Other key employability skills developed in this module include business and commercial awareness, problem-solving, and communication and literacy skills. The module will include an introduction to students' personal career development journey.

Key areas:

1. Management Approaches;
2. Evidence-based decision-making;
3. Theories of motivation;
4. Understanding and managing groups and teams;
5. Classical and contemporary theories of leadership;
6. Power, Politics and Resistance;
7. Organisational Cultures and Subcultures;
8. Organisational Structure and Design.
9. Personal Career Development

6c. Key Texts/Literature

The reading list to support this module is available at: <https://readinglists.aru.ac.uk/>

6d. Specialist Learning Resources
None

7. Learning Outcomes (threshold standards)		
No.	Type	On successful completion of this module the student will be expected to be able to:
1	Knowledge and Understanding	Identify management and organizational challenges facing companies, using a problem based approach to learning;
2	Knowledge and Understanding	Articulate key areas for investigation based on knowledge and understanding of the module content, beyond lecture and seminar material
3	Intellectual, practical, affective and transferrable skills	Discuss and evaluate the ways in which academic theory can help us to understand how contemporary organisations are run and provide solutions to management challenges;
4	Intellectual, practical, affective and transferrable skills	Show reflective practice of one's own learning by using feedback received from the mid-term presentation to complete the summative assignment.

8a. Module Occurrence to which this MDF Refers				
Year	Occurrence	Period	Location	Mode of Delivery
2025/6	ZZF	Template For Face To Face Learning Delivery		Face to Face

8b. Learning Activities for the above Module Occurrence			
Learning Activities	Hours	Learning Outcomes	Details of Duration, frequency and other comments
Lectures	0	None	None
Other teacher managed learning	27	1-4	1x20 minute screencasts per week over 12 weeks making minimum of 4 hours 1hr Tutor led workshop *12 1hr student led Workshops *11
Student managed learning	123	1-4	Independent reading, study and analysis as directed by learning materials
TOTAL:	150		

9. Assessment for the above Module Occurrence					
Assessment No.	Assessment Method	Learning Outcomes	Weighting (%)	Fine Grade or Pass/Fail	Qualifying Mark (%)
010	Coursework	1-4	100 (%)	Fine Grade	30 (%)
Report 2500 words					

In order to pass this module, students are required to achieve an overall mark of 40% (for modules at levels 3, 4, 5 and 6) or 50% (for modules at level 7*).

In addition, students are required to:

- (a) achieve the qualifying mark for each element of fine graded assessment as specified above
- (b) pass any pass/fail elements

[* the pass mark of 50% applies for all module occurrences from the academic year 2024/25 – see Section 3a of this MDF to check the level of the module and Section 8a of this MDF to check the academic year]