

Module code: MOD007554	Version: 2 Date Amended: 30/Sep/2021
-------------------------------	---

1. Module Title
Organisational Psychology in a Social Context

2a. Module Leader
Anna Paraskevopoulou

2b. School
School of Management

2c. Faculty
Faculty of Business and Law

3a. Level
7

3b. Module Type
Standard (fine graded)

4a. Credits
30

4b. Study Hours
300

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

Human Resource (HR) professionals and managers operate within increasingly complex and changing organisational and contextual circumstances in the public, private or third sectors. This is exacerbated by the variety of organisational types and size that contribute to national wealth creation in terms of the services and goods they provide and produce. This module provides you with understanding of market and business contexts in the operational, tactical, and strategic HR function, along with issues of the modern organisation. You'll examine the cultural, political, and social contexts that organisations operate within, both from an internal and external perspective. Further, you'll discover how economic forces affect and influence organisational practices, and their impact upon the HR function and its practices. You'll explore globalisation and how the changing demographics and social environments impact on organisational strategy and the HR function. Plus why ethical and democratic practices are needed to meet the changes of complex business and economic practices or the management of human resources in more dignified ways. Finally, you'll see how HR can contribute to and influence the strategic direction of organisational practice in the pursuit of welfare profit, as well as monetary profit.

6b. Outline Content

- Organisational types, an examination of power and knowledge within organisations
- Contemporary organisations and their principal environments,
- Competitive environment tools and strategies for survival,
- PEST
- Porters Five Forces
- SWOT
- Demographic trends and impacts upon the economy and the HR function
- Technological change
- Changing nature of the workplace and implications for the HR function
- Social, political, and historical change agents that impact upon the modern organisation
- Globalisation and international forces
- Cross-cultural management
- Conflict Management
- Ethics
- Democratic and emancipatory practices in the workplace
- The direction of organisational change and economic survival
- Government policy and regulatory framework and its impact upon the HR function.

6c. Key Texts/Literature

The reading list to support this module is available at: <http://readinglists.anglia.ac.uk/modules/mod007554>

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	Critically assess the impact of changing environmental conditions on contemporary organisations, and assess the managerial and business implications for HR professionals
2	Knowledge and Understanding	Critically analyse contemporary research and debates in the management of people, including Motivational and Commitment; Effective Leadership; Change Management; Flexible Working; Teams and Groups; Cross-cultural Management; Conflict Management; and Organisational Culture
3	Intellectual, practical, affective and transferrable skills	Critically evaluate and apply HR strategies and practices to manage globalisation and international forces
4	Intellectual, practical, affective and transferrable skills	Critically evaluate contemporary organisations and their principal environments across a range of organisations, including public, private, not-for-profit, formal and informal

8a. Module Occurrence to which this MDF Refers				
Year	Occurrence	Period	Location	Mode of Delivery
2021/2	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	48	1-4	Two, 2 hour sessions x 12 combining lectures, workshops, and seminars
Other teacher managed learning	27	1-4	Directed reading, case study analyses and preparation for lectures and seminars. Learning hours required to comply with CIPD requirements
Student managed learning	225	1-4	Reading and independent research
TOTAL:	300		

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	40 (%)	Fine Grade	30 (%)

Portfolio – Evidence of HR contribution in practice – Notional equivalent of 2,400 words

Assessment No.	Assessment Method	Learning Outcomes	Weighting (%)	Fine Grade or Pass/Fail	Qualifying Mark (%)
011	Examination	1-4	60 (%)	Fine Grade	30 (%)

3 hour unseen exam – CIPD requirement

In order to pass this module, students are required to achieve an overall mark of 40%.

In addition, students are required to:

(a) achieve the qualifying mark for each element of fine graded assessment of as specified above

(b) pass any pass/fail elements