# Module Definition Form (MDF)

| Module code: MOD010839 | Version: 1  Date Amended: 17/Mar/2025 |
|---|---|

## 1. Module Title

Organisational Behaviour and AI (Future of Work)

## 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

30

## 4b. Study Hours

300

## 5. Restrictions

| Type | Module Code | Module Name | Condition |
|---|---|---|---|
| Pre-requisites: | None | | |
| Co-requisites: | None | | |
| Exclusion: | MOD007193 | Organisational Behaviour | Compulsory |
| **Courses to which this module is restricted:** | | | |

**LEARNING, TEACHING AND ASSESSMENT INFORMATION**

## 6a. Module Description

Organisational behaviour is about learning how people behave in, and towards, organisations so as to better understand how to be a high performing employee. In this module you'll be introduced to a range of organisational behaviour issues that you may encounter in your career, from dealing with demotivation to building and participating in high performing, diverse teams. You'll be provided with evidence-informed analyses of the ways in which culture, leadership, power, and politics affect workers and workplaces to help you understand the human side of management, and diagnose problems affecting organisations both independently and as part of a group. Running through the module, also, is a key theme of how technology affects work and workers; we'll begin with the creation of Scientific Management and the growth of assembly lines that transformed skilled, independent humans into semi- and un-skilled workers, and consider whether there are any parallels with the growing interest in AI in the business world. Along the way you'll have the opportunity to tackle business issues using organisational behaviour-related theories, models, concepts and research evidence to build your human and social capitals, and critical analysis skills. At the module's core is the aim to inspire you to value and continuously use the best available management research and evidence to effectively manage and lead people, cultures, and organisations throughout your careers.

## 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 their assignments.

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.

AI Literacy – Students are given a formative assessment in week 5, delivered in partnership with the ARU Library and Study Skills team, focused on developing AI literacy and critical reasoning skills through assessments focused on understanding the strengths and limitations of artificial intelligence in a HR context.

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; 10. Diversity and Inclusion

## 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 other challenges facing organisations, 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 reflecting on formative and in-class feedback to complete the summative assignment; |
| 5 | Knowledge and Understanding | Demonstrate understanding of the effects of technological change on organisations, work and workers. |

## 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 | 24 | 1-5 | 1 x 2 hour tutor-led lecture per week *12 |
| Other teacher managed learning | 32 | 1-5 | 1 x 40 minute screencast per week *12; 1 x 2 hour student-led seminar per week *12 |
| Student managed learning | 244 | 1-5 | Independent reading, study and analysis as directed by learning materials |
| 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 | 1-5 | 80 (%) | Fine Grade | 30 (%) |

**Case Study Analysis - 3,000 words**

| Assessment No. | Assessment Method | Learning Outcomes | Weighting (%) | Fine Grade or Pass/Fail | Qualifying Mark (%) |
|---|---|---|---|---|---|
| 011 | Practical | 1-4 | 20 (%) | Fine Grade | 30 (%) |

**Team Based Learning Assessment - 2,000 word equivalent**

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]