

Module code: MOD010839	Version: 3 Date Amended: 01/Jan/2027
-------------------------------	--

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
2026/7	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	Practical	1-5	100 (%)	Fine Grade	30 (%)
TeamBased Learning Assessment - 2000 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]