

Liverpool John Moores University

Title: ORGANISATIONAL BEHAVIOUR
Status: Definitive
Code: **5503CP** (103545)
Version Start Date: 01-08-2013

Owning School/Faculty: Arts, Professional and Social Studies
Teaching School/Faculty: Dublin Business School

Team	Leader
Alistair Beere	Y

Academic Level: FHEQ5
Credit Value: 24.00
Total Delivered Hours: 77.00
Total Learning Hours: 240
Private Study: 163

Delivery Options

Course typically offered: Standard Year Long

Component	Contact Hours
Lecture	50.000
Tutorial	25.000

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Essay	AS1	Case Study	40.0	
Exam	AS2	Examination	60.0	2.00

Aims

To develop learners' appreciation of the range of influences on employees behaviour and satisfaction in the workplace

To familiarise learners with a range of Organisational behaviour theory and models

To expose learners to techniques and tools to diagnose people issues, and manage conditions to improve the motivation, performance and satisfaction of employees.

To encourage learners to appreciate the business advantages of diversity in the workplace.

Learning Outcomes

After completing the module the student should be able to:

- 1 Explain the individual factors, group factors, and contextual factors which impact employees' performance and satisfaction in the workplace.
- 2 Discuss the cause and effect relationships between those influences and the dependent variables or outcomes which organisations measure.
- 3 Demonstrate skills surrounding motivating and managing individuals and teams.
- 4 Apply a range of organisational behaviour theory and best practice.
- 5 Examine the nature of diversity in the workplace and the derived business advantages.

Learning Outcomes of Assessments

The assessment item list is assessed via the learning outcomes listed:

CASE STUDY	1	3	4
EXAM	1	2	5

Outline Syllabus

1. *Introduction to Organisational Behaviour (OB) - Origin, Independent variables-categories of influences on performance and satisfaction in the workplace. Dependent variables of OB – metrics around workplace behaviours, job satisfaction and other dependent variables in which OB is interested.*
2. *Factors of Individual difference and diversity affecting workplace - Introduction to Values and value models , Workplace Attitudes, Unique Perception, Learning, Personality, Other aspects of individual difference - Concepts, Models, Theories, Tools, How these affect workplace behaviours and employee satisfaction. Application of learning to cases and examples. Appreciating diversity*
3. *Factors and conditions relating to motivation - Motivation theories, models, case studies, applying learning to designing workplace conditions and incentive schemes*
4. *Factors and conditions relating to decision making - Influences on decision making e.g. individual difference, decision making styles, perception, organisational constraints etc., decision making processes, common decision making errors, group decision making etc.*
5. *Factors influencing groups workplace behaviour and satisfaction - group dynamics which affect performance and satisfaction, Roles, Norms, Stage of Group development, status, composition, size, cohesiveness*
6. *Leadership - Leadership theory, Influences on successful leadership, successful leadership practice, Contemporary issues in leadership*
7. *Organisational Culture Dimensions - Typologies, issues, Effect of dimensions of culture on behaviour and satisfaction*
8. *Organisational Change and Development Change theories, concepts, models and tools. Managing People's behaviour through change, Best practice in change management*

Learning Activities

Lectures and tutorials.

References

Course Material	Book
Author	Robbins, S.P., Judge T.A., Campbell T.T.,
Publishing Year	2013
Title	Organizational Behaviour
Subtitle	
Edition	15th
Publisher	Prentice Hall/FT/Pearson
ISBN	

Course Material	Book
Author	Ashleigh, M., Mansi A.
Publishing Year	2012
Title	Psychology of People in Organisations
Subtitle	
Edition	1st
Publisher	Pearson
ISBN	

Course Material	Book
Author	Gunnigle P., Heraty N., Morley M.J.
Publishing Year	2011
Title	Human Resources Management in Ireland
Subtitle	
Edition	4th
Publisher	Gill and Macmillan
ISBN	

Course Material	Book
Author	Osland J.S., Turner M.E.
Publishing Year	2011
Title	The Organizational Behaviour Reader
Subtitle	
Edition	9th
Publisher	Pearson
ISBN	

Course Material	Book
Author	Greenberg J.
Publishing Year	2010

Title	Behaviour in Organisations
Subtitle	
Edition	10th
Publisher	Pearson
ISBN	

Course Material	Book
Author	Arnold J. , Randall R. et al
Publishing Year	2010
Title	Work Psychology
Subtitle	
Edition	5th
Publisher	FT Prentice Hall
ISBN	

Course Material	Book
Author	Martin J., Fellenz M.
Publishing Year	2010
Title	Organisational Behaviour and Management
Subtitle	
Edition	4th
Publisher	South Western Cengage Learning
ISBN	

Notes

The module gives learners an insight into the various influences affecting peoples' behaviour and satisfaction within organisations and the workplace. It helps learners explore and appreciate the relationships between those influences and the bottom line dependent variables in which organisations are interested. The course focuses on three categories of influencing variables on workplace behaviour and satisfaction: Individual factors, Group Factors, and Contextual/ Organisational factors.