

## Liverpool John Moores University

Title: Culture, Behaviour and Competency  
Status: Definitive  
Code: **7079RTC** (127349)  
Version Start Date: 01-08-2021

Owning School/Faculty: Engineering  
Teaching School/Faculty: Engineering

Team	Leader
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**Academic Level:** FHEQ7      **Credit Value:** 10      **Total Delivered Hours:** 16.5  
**Total Learning Hours:** 100      **Private Study:** 83.5

### Delivery Options

Course typically offered: Semester 2

Component	Contact Hours
Lecture	8
Online	.5
Tutorial	8

**Grading Basis:** 50 %

### Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Essay	AS1	An essay question comprising several component parts, based around a case study, up to 2,500 words long.	95	
Test	AS2	Individual and group activities eg. quiz, forum.	5	

### Aims

*To detail the principal elements of competency management, organisational culture and related workplace behaviour, and to provide an overview of the theorem and practice that underpins these areas.*

*To consider the interconnection of the issues arising from each of the topics, and their relative importance within the workplace.*

*To analyse the relationship and differences between competency, training and resourcing.*

*To promote the application of this knowledge in workplace situations and highlight the importance of these topics in risk management.*

## **Learning Outcomes**

After completing the module the student should be able to:

- 1 Determine and justify the elements of, and requirements for, competency management and evaluate the relationship between competency, training and resourcing
- 2 Critically review the importance of culture and behaviour in the workplace
- 3 Demonstrate how culture, behaviour and competency can be successfully managed in the workplace

## **Learning Outcomes of Assessments**

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

Essay	2	3
Test	1	

## **Outline Syllabus**

*An introduction to Competency Management*

- Why competency should be managed*
- Determining competencies*
- Competency management process*
- The need for organisational change management*

*Training and resourcing*

*An introduction to Organisational Culture*

- Organisational culture models and 'Just' culture*
- Measuring and improving organisational culture*

*An introduction to Human Behaviour*

- Human error and violations*
- Human behaviour, motivation, attitudes, coaching, communication*
- Behavioural safety*
- Cultural and behavioural tools*

*Organisational change management*  
*Examples of major accidents / accident causes*

**Learning Activities**

A combination of lectures, exercises and supported self study.

**Notes**

Assessment is in the form of an essay combined with activities (e.g. exercises, discussions, etc.).

The module is delivered via distance learning, described as follows:

Lecture (using slides and slide notes): Online self-study

Tutorial/Activities (Exercises and reviews): Online activities with teacher feedback, and virtual classrooms

Tutor-supported Online: Tutor feedback for activities, virtual classrooms and email support