Liverpool John Moores University

Title:	COMPETENCY MANAGEMENT, CULTURE AND BEHAVIOUR
Status:	Definitive
Code:	**7501ENGRSK** (113866)
Version Start Date:	01-08-2011

Owning School/Faculty:	Engineering
Teaching School/Faculty:	Risktec Solutions

Team	emplid	Leader
Alan Wall		

Academic Level:	FHEQ7	**Credit Value:**	10.00	**Total Delivered Hours:**	8.50
Total Learning Hours:	100	**Private Study:**	91		

Delivery Options

Course typically offered: Standard Year Long

Component	Contact Hours
Online	0.500
Tutorial	8.000

Grading Basis: 40 %

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 4,000 words long.	100.0	

Aims

To detail the principal elements of Competency Management, Organisational Culture and related workplace Behaviour, and to provide an overview of the theorem and practise that underpins these areas.
To consider and discuss the interconnection of the issues arising from each of the topics, and their relative importance within the workplace.
To promote discussion and understanding of the relationship and differences

between competency, training and resourcing.
To promote the application of this knowledge and understanding 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   Deconstruct competency management into its constituent components;
2   Justify the requirements for competency management;
3   Critically review the importance of culture and behaviour in the workplace and justify why they should be included within a risk management programme;
4   Evaluate the relationship between competency, culture, behaviour, training, resourcing and change management.

Learning Outcomes of Assessments

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

 An essay question in   1   2   3   4
parts

Outline Syllabus

An introduction to Competency Management
- Definition
- Why competency should be managed
- Determining competencies
- Competency management process
- The need for organisational change management
Training and resourcing
An introduction to Organisational Culture
- Definition
- Organisational culture models and 'Just' culture
- Measuring and improving organisational culture
An introduction to Human Behaviour
- Definition
- Human error and violations
- Human behaviour, motivation, attitudes, coaching, communication
- Behavioural safety
- Cultural and behavioural tools
Organisational change management
Exercises and appropriate examples of major accidents / accident causes
Bibliography, sources of further study

Learning Activities

A combination of lectures, exercises during the taught session, and supported self

study.

References

Course Material	Book
Author	Health and Safety Executive
Publishing Year	2007
Title	Managing competence for safety-related systems Parts 1 & 2
Subtitle	
Edition	
Publisher	HSE Books
ISBN	

Course Material	Book
Author	Health and Safety Executive
Publishing Year	1999
Title	Reducing error and influencing behaviour
Subtitle	
Edition	
Publisher	HSE Books
ISBN	978 0 7176 2452 2

Course Material	Book
Author	Step Change
Publishing Year	2007
Title	Changing Minds – A practical guide for behavioural change in the oil and gas industry
Subtitle	
Edition	
Publisher	Step Change
ISBN	

Notes

The purpose of this module is to provide the principal elements of Competency Management, Organisational Culture and related workplace Behaviour, and the theorem and practise that underpin it. It aims to promote consideration, discussion and evaluation of:
- The inter-connection between competency, culture and behaviour;
- The relationship and differences between competency, training and resourcing; and
- Their relative importance within the workplace.
Finally, the module promotes the application of this knowledge and understanding in workplace situations and highlights the importance of consideration of the topic in risk management.

The assessment for this module is an essay.