

Liverpool John Moores University

Title: Competency Management, Culture and Behaviour
Status: Definitive
Code: **7501RSKDL** (118757)
Version Start Date: 01-08-2019

Owning School/Faculty: Maritime and Mechanical Engineering
Teaching School/Faculty: Maritime and Mechanical Engineering

Team	Leader
Alan Wall	Y

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

Delivery Options

Course typically offered: Runs Twice - S1 & S2

Component	Contact Hours
Lecture	8
Online	.5
Tutorial	8

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Essay	Essay		95	
Reflection	test&refl		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 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:

Essay	3	4
Online test and reflection	1	2

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
Module conclusions and close out

Learning Activities

A combination of slides and notes, exercises, discussions, interactive web activities and supported self study.

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 by a combination of essay and online activities (e. g. tests, discussions, etc.).