

Liverpool John Moores University

Title: Culture, Behaviour and Competency
Status: Definitive
Code: **7545RTC** (120378)
Version Start Date: 01-08-2019

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

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: Semester 1

Component	Contact Hours
Lecture	8
Online	.5
Tutorial	8

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

Learning Outcomes of Assessments

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

4000 word essay	1	3	4	
Individual and group work	1	2	3	4

Outline Syllabus

Safety culture

Organisational culture models and 'just' culture

High Reliability Organisations

Measuring and safety culture

Safety leadership

Effective safety leadership

Leading organisational cultural change

Behaviour

Human behavioural and attitude models

Human error and violations

Culpability

Communication

Cultural and behavioural tools

Competency

Competency management

Competency criteria and assessment

Competency management system

Training and resourcing

Examples of major accidents and root causes

Learning Activities

A combination of lectures, exercises and supported self study.

Notes

The purpose of this module is to provide the theory and practice that underpins safety culture and related workplace behaviour, as well as managing competency. It aims to promote consideration, discussion and evaluation of the inter-connection between culture, behaviour and competency and their relative importance within the workplace. The module promotes the application of this knowledge in workplace situations and highlights the importance of the topic in the field of risk and safety management.

Assessment is in the form of an essay combined with activities (e.g. exercises, discussions, etc.). The delivery modes for the module elements are explained below.

Lecture (using slides and notes): will be delivered by classroom based teacher (face to face) or online self-study (distance learning) or mixture of the two (blended learning).

Tutorial/Activities (exercises and reviews): will be delivered by classroom based teacher (face to face) or online activities with teacher feedback/virtual classroom (distance learning) or mixture of the two (blended learning).

Tutor supported online: will be delivered by email support prior to assessment submission (face to face) or tutor feedback activities, virtual classrooms and email support (distance learning) or mixture of the two (blended learning).