

Module Descriptor Definitive Document

Module Code	BSND54
Version	1
Module Title	Organisational Behaviour
Credits	20
Valid From	1 st January 2025
Status	Validated
Subject Board	BSN
HECoS Code	100097
Academic Level (FHEQ)	5
Study Period	B
Prerequisites and co-requisites	People Management
Not available to students taking/having taken	N/A

Content (Indicative)

This module explores the relationship between organisational design and effective working practices, highlighting how strategic alignment contributes to organisational success. It examines the key factors that shape organisational culture and assesses how changes within an organisation influence behaviour at all levels. Additionally, the module involves practical group exercises and business scenarios to evaluate and develop essential team skills for improved team performance.

Teaching and Learning Experience

- Guided Independent Study
- Lectures
- Seminars
- Guest Lectures

Module Learning Outcomes (MLOs)

On successful completion of this module students will be able to:

1. Explain how organisational design aligns with effective working practices to create organisational success.
2. Evaluate the factors that impact the development of organisational culture.
3. Evaluate how change impacts on organisational behaviour.
4. Develop a critical understanding of group dynamics and team development through the evaluation of collaborative exercises in business scenarios.

Assessment

Assessment Task	Weighting	Module Learning Outcomes Assessed
Presentation	70%	1, 2, 3
Report	30%	4

Indicative reading

Books

Mullins, L. (2016). *Management and organisational behaviour*. (11th ed). Harlow: Pearson.

Buchanan, D. and Huczynski, A. (2017). *Organizational behaviour*. (9th Ed.). Harlow: Pearson.

Boxall, P., & Purcell, J. (2015). *Strategy and human resource management* (4th ed.). Palgrave Macmillan.

Marchington, M., & Wilkinson, A. (2016). *Human resource management at work: People management and development* (6th ed.). Chartered Institute of Personnel and Development (CIPD).

Rees, G., & French, R. (2016). *Leading, managing and developing people* (5th ed.). Chartered Institute of Personnel and Development.

Torrington, D., Hall, L., Taylor, S., & Atkinson C. (2020). *Human resource management* (11th ed.). Pearson Education.

Journals

British Journal of Management

Employee Relations

Human Resource Management Journal

International Journal of Human Resource Management

Journal of Management Studies Personnel Review

Websites

Advisory, Conciliation and Arbitration Service - www.acas.org.uk

CIPD www.cipd.co.uk

Chartered Management Institute www.managers.org.uk

IDS Studies www.incomesdata.co.uk/studies/studies.htm

Institute for Employment Studies - www.employment-studies.co.uk

Trades Union Congress - www.tuc.org.uk