

Module Descriptor Definitive Document

Module Code	HTMC05
Version	(completed by QASU)
Module Title	Understanding Management
Credits	20
Valid From	(completed by QASU)
Status	Proposed
Subject Board	(completed by QASU)
HECoS Code	100089
Academic Level (FHEQ)	4
Study Period	2
Prerequisites and co-requisites	None
Not available to students taking/having taken	N/A

Content (Indicative)

- Management functions and leadership styles within both large-scale organisations and small business units, delegation of responsibility and authority without abdication.
- The nature of the relationship of the structure of an organisation, its influence on organisational performance and the people working within it.
- The needs and desire of people at work, their drives and motivations, processes involved in identifying and modifying motivation.
- The process of communication, communication flows, channels and barriers within organisations.
- Groups and their functions, norms, attitudes, leaders, and the modification of their behaviour.
- Different theories of leadership, the qualities of effective leaders and their impact on employee performance at work.
- The application of organisational behaviour and recognition of social processes of the organisation to understand the nature and importance of organisational culture, climate, employee commitment, management of conflict and change.

Teaching and Learning Experience

Lectures supported by resource-based learning and directed reading will be used to teach this module. A combination of the following methods will be used in delivery of this module offering

a wide variety of assessment options to choose from depending on the cohort recruited on to the programme.

Lectures, Seminars, Case Studies, Independent Study, Research Projects, Blended Learning, Virtual Field Trips and Guest Speakers.

Students will be able to access on-line materials through the College virtual learning environment.

Module Learning Outcomes (MLOs)

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

1. Explain various leadership styles and their impact on management functions
2. Identify different needs and desires motivating workforce in the Hospitality, international tourism and Events management sector
3. Discuss channels and barriers of communication that exist in organisations operating in the Hospitality, international tourism and events management sector
4. Describe the importance of organisation culture during the management of change

Assessment

Assessment Task	Weighting	Module Learning Outcomes Assessed
Group Report	50%	1, 2
Panel Debate	50%	3, 4

Indicative reading (APA 7th edition referenced)

Core texts:

Prof David A Buchanan, Dr Andrzej A Huczynski, *Organizational Behaviour Plus Companion Website Access Card: AND Companion Website Access Card*, Financial Times/ Prentice Hall, 2010.
Laurie J. Mullins and Gary Rees, *Management and Organisational Behaviour*, Pearson, 2023.
Gerald Cole, Phil Kelly, *Management: Theory and Practice*, Cengage Learning EMEA, 2020.

Supplementary Texts:

David Boddy, *Management: An Introduction*, Pearson, 2024.
Stephen P. Robbins, Timothy A. Judge, *Essentials of Organizational Behavior*, Pearson, 2021.