

COURSE SPECIFICATION DOCUMENT

Academic School / Department:	Richmond Business School
Programme:	BA International Business Management
FHEQ Level:	5
Course Title:	Organisational Behaviour and Ethics
Course Code:	BUSM 5105
Total Hours:	160 (Standard 4- credit BA Course)
Timetabled Hours:	45
Guided Learning Hours:	15
Independent Learning Hours:	100
Credit	16 UK CATS credits 8 ECTS credits 4 US credits

Course Description:

This course explores the nature of organisations, the influence of human behaviour on organisational performance and social impact, and ethical dilemmas organisations face. The course covers organisational behaviour at a macro- (issues relating to the environment and context within which organisations operate) and micro-level (influences of people as individuals and groups, their motivations and operating styles), reflects on various ethical principles and concepts of leadership, and encourages the students to critically evaluate current organisational practices.

Prerequisites:

BUSM 4101 Introduction to Business Management and Marketing + 40 credits

Aims and Objectives:

The objective of the course is to equip students with an understanding of how people interact within and around organisations, and how these interactions can affect organisational actions, performance and reputation, and have an impact on society. Special emphasis is given to ethical issues and dilemmas. The course draws from disciplines in several fields, including psychology, political science, anthropology, philosophy and sociology. Students are encouraged to draw from identified best practices and use ethical principles to critically evaluate current thinking and practices at the workplace and identify areas of improvement. Students also have opportunities to develop and practice communication skills.

Programme Outcomes:

A5I, A5II, B5I, C5I, D5I

A detailed list of the programme outcomes are found in the Programme Specification. This is located at the archive maintained by Registry and found at:

<https://www.richmond.ac.uk/programme-and-course-specifications/>

Learning Outcomes:

By the end of this course, successful students should be able to:

Course Learning Outcomes	Programme Outcomes
1. Understand and be able to critically assess relevant management and organisational theories, including motivational, individual and group behaviour, leadership and change management theories.	L5A (i)
2. Understand the importance of concept of organisational culture and critically analyse current practice.	L5A (i)
3. Be familiar with ongoing debates in the field of organisational behaviour.	L5B (i)
4. Understand the main ethical principles (e.g., justice, human rights, universalism) and the ethical aspects of organisational behaviour.	L5A (ii)
5. Critically discuss organisational behaviour and ethical issues.	L5C (i)
6. Use further developed practical and professional skills, including team-working, presentation, conflict management and change management.	L5D (i)

Indicative Content:

- What is Organisational Behaviour
- The individual in organisations (attitudes, perceptions, motivation)
- Teams in the workplace
- The role of leadership
- Ethical principles
- Corporate social responsibility
- Diversity, equity and inclusion
- Healthy workplaces
- Organisational culture
- Power and politics
- Managing change
- Managing conflict
- Communication in the workplace

Assessment:

This course conforms to the University Assessment Norms approved at Academic Board and located at: <https://www.richmond.ac.uk/university-policies/>

Teaching Methodology:

This course will be delivered face to face through a combination of lectures and interactive sessions. In addition to classroom activities, there are guided learning elements that are tutor led and arranged through Blackboard. These activities can be asynchronous online sessions, flipped classrooms, set readings with discussion boards or set guest lectures for example. Set activities are monitored by the instructor to ascertain student engagement. Students are encouraged to prepare for class and to play an active part, to raise questions, following-up ideas and interact with a wide range of provided material.

Indicative Text(s):

Carbery, R. and Cross, C. (2021) *Organisational behaviour: An introduction*. 2nd edn. Red Globe Press.

Melé, D. (2021) *Business Ethics in Action*. 2nd Edn. UK: Bloomsbury.

Robbins, S.P. and Judge, T.A. (2024) *Organizational behavior*. 19th ed. Harlow: Pearson.

Shaw, W. H. (2017) *Business ethics*. 9th edn. UK: Cengage Learning.

Journals

Academy of Management Journal.

Academy of Management Review.

British Journal of Management.

Human Resource Management Journal.

International Journal of Management Reviews.

Journal of Applied Psychology.

Journal of Business Ethics.

Leadership.

Websites

The Financial Times. Available at: <https://www.ft.com/> (Accessed: November 2024).

Change Log for this CSD:

Nature of Change	Date Approved & Approval Body (School or AB)	Change Actioned by Registry Services
First Edition	Dec 2024	