COURSE SPECIFICATION DOCUMENT

Academic School/Department:	Richmond Business School
Programme:	Business Management (All Concentrations) Psychology
FHEQ Level:	5
Course Title:	Organisational Behaviour
Course Code:	MGT 5400
Student Engagement Hours:	120
Lectures:	30
Seminar / Tutorials:	15
Independent / Guided Learning:	75
Credits:	12 UK CATS credits
	6 ECTS credits
	3 US credits

Course Description:
This course explores the structure and nature of organisations and the contribution that communication and human behaviour makes to organisational performance. The course will address not only macro level issues relating to the environment and context within which organisations operate, but also the micro level influences of people as individuals and groups, their motivations and operating styles. The course will reflect on different concepts of leadership and consider the influence of emotional intelligence on successful leadership. The concept of organisational culture will be critically assessed and applied to different forms of organisations.

Prerequisites: MGT 5200 or PSY 5205

Aims and Objectives:
The objective of the course is to equip students with a critical understanding of how organisations function. It will explore the impact of human and organisational factors on the establishment, development and performance of organisations, using a wide range of management theories. The importance of recognising cross-cultural differences and their consequences for the management of global organisations will be highlighted. This course will draw from different disciplines within the social sciences, including psychology, political science, anthropology and sociology, insisting on the connections between these different fields and theories.

Upon successfully completing the course, students will be able to critically analyse organisational cultures and environments, identify predominant social dynamics in the workforce, and be able to offer solutions to improve work performance. Students will be able to draw from identified best practices, as well as their critical understanding of work place environments to identify areas of improvement. Another emphasis of the course will be on transferable skills. Case-studies will confront students with typical organisational situations, and they will be asked to analyse and asses these different contexts and offer solutions, in a way that is similar to what a human resource manager would be doing in an organisation.

Programme Outcomes
Business Management (Entrepreneurship): A1, A4, A5, B2, B3, B5 C1, C2, D1, D2
Business Management (International Business): A1, A5, B2, B5, C1, C2, D1, D4, D5
Business Management (Human Resource Management): A1, A5, B2, B5, C1, C2, D1, D4, D5
Business Management (Data Analytics): A1, A5, B2, B3, B5, C1, C2, D1, D4, D5
Psychology: C2, C3, D1, D3

A detailed list of the programme outcomes is found in the Programme Specification. This is maintained by Registry and located at: https://www.richmond.ac.uk/programme-and-course-specifications/

Learning Outcomes:
Upon completion of this course, a successful student should be able to

- Know, understand, and be able to critically assess relevant management and organisational theories
- Understand the importance of motivational theories for individual and organisational performance
- Understand and critically assess the importance of team work for a successful
- organisation Understand the difference of leadership vs management and the different aspects of leading, mentoring and coaching
- Understand the concept of organisational culture as shared assumptions and beliefs in an organisation

Knowledge and Understanding
- Have a detailed knowledge of the core theories of organisational behaviour
- Understand on-going debates in the field of organisational behaviour

Cognitive Skills
- Identify the strengths and weaknesses of different approaches to managing organisations
- Research and enquiry: conduct a literature review to identify recent developments in the field of organisational behaviour
- Synthesis and creativity: be able to critically synthesize the existing literature, identify shortcomings, and offer areas for future research

Practical and/or Professional Skills
- Team and organisational working: be able to work efficiently in a group, coordinate efforts, and adapt to group demand. To be able to engage in a class discussion during the group presentation.
- Ethical awareness and application: understand the ethical aspects of organisational behaviour.

Key Skills
1. Effective oral and written communication business skills with the group project (report + presentation)

Indicative Content:
1. Introduction to OB
2. The OB environment, Technology, Organisational Culture
3. The self in the organisation: Personality & Motivation
4. Individual development within the organisation: Learning, Perception and communication
5. The importance of teamwork and the influence of group dynamic on success
6. Group-related phenomenon
7. Organisational Structure
8. Organisational Change
9. Power, politics and conflicts
10. Leading, Mentoring, Coaching

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

Teaching Methodology:
Weekly sessions will be divided between lectures and seminars.

Bibliography:
Indicative Texts

Carbery, R. and Cross, C. 2021. Organisational Behaviour: An Introduction. Red Globe Press: London

Wilson, F. (2018).Organizational behaviour and work. 5th ed. Oxford: Oxford University Press.

Recommended Reading & Additional Resources

Additional resources can be found in the following textbooks:

Laloux, F. (2016). Reinventing organisations: An Illustrated invitation to Join the Conversation on Next-Stage Organisations. Milton Keynes: Nelson Parker.

Northouse, P. (2016). Leadership: theory and practice. 7th ed. Los Angeles: SAGE Publications.

Leading journals in OB include:

Journal of Human
Resources
http://www.ssc.wisc.edu/jhr/
home.html

International Journal of Human Resource Management
http://www.tandf.co.uk/journals/routledge/09585192.html

Gender, Work and Organisation
http://www.wiley.com/bw/journal.asp?ref=0968-6673

Some articles open access

Human Resource Management Journal
http://fiordiliji.ingentaselect.com/vl=17812633/cl=36/nw=1/rpsv/cw/irs/09545395/contp1.htm

Journal of Business Ethics
http://www.kluweronline.com/issn/0167-4544/contents

Journal of Human Resources
http://www.ssc.wisc.edu/jhr/

Personnel
Psychology
http://www.blackwellpublishing.com/journal.asp?ref=0031-5826&site=1/

Harvard Business Review
http://hbr.org/

Human Resource Management Journal
http://www.wiley.com/bw/journal.asp?ref=0954-5395

Please Note: The core and the reference texts will be reviewed at the time of designing the semester syllabus

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Change Log for this CSD:

Nature of Change	Date Approved & Approval Body (School or AB)	Change Actioned by Registry Services
Course description, aims and objectives, Los, indicative content, reading list	September 19	
Updated programme outcomes	AB Jan 2022	
Revision – annual update	May 2023	