IB99A-10 Organisational Behaviour

27/28

Department
Warwick Business School
Level
Taught Postgraduate Level
Module leader
Ashley Roberts
Credit value
10
Module duration
2 weeks
Assessment
100% coursework
Study locations
WBS in London (The Shard) Primary
Distance or Online Delivery

Description

Introductory description

The module provides students with an understanding of the antecedents and consequences of behaviour in organisations, with particular emphasis on the management process.

Module web page

Module aims

The module has both intellectual and practical aims. Intellectually, the module takes a broad view of organisational behaviour and explores the links between psychology, organisational psychology, organisational sociology and management science as an aid to an understanding of people's behaviour and experience of work in organisations.

At a practical level, the module examines current organisational practices such as motivation and team working. This reflects the fact that the vast majority of students taking the module are pursuing careers in management and/or in public agencies concerned with work and employment. It is in these very organisations where familiarity with, and expertise in, these areas are of key importance.

An understanding of the interaction between people and the organisations in which they work is

key to the development of the analytical, problem-solving, and management skills which are the key focus of the Warwick MBA degree.

Outline syllabus

This is an indicative module outline only to give an indication of the sort of topics that may be covered. Actual sessions held may differ.

1: What is Organizational Behaviour? Key Concepts, Approaches and Implications
2: Motivation
3: Groups and Teams
4. Organisational Culture
5: Organisational Structure
6: Power
7: Ethics
8: Decision Making

Learning outcomes

By the end of the module, students should be able to:

- Demonstrate a comprehensive understanding of how organisational behaviour has evolved as a field, including its foundations in individual and collective action, and the roles of culture, power and ethics
- Demonstrate critical familiarity with the literature, both theoretical and practical, located within its historical and methodological context
- Demonstrate a critical appreciation of how ethical considerations are central to managerial decision making in the broader socio-political context
- Critically reflect upon the main challenges organisational behaviour faces today, on how these relate to current organisations, and on how organisational behaviour can underpin our understanding of what management and leadership entail

Indicative reading list

Reading lists can be found in Talis

Subject specific skills

Evaluate the different research methods used in the study of organisational behaviour and their practical implications for management

Evaluate concepts, models and perspectives for understanding the paradoxical nature of organisations as embodying characteristics of stability and change, clarity and ambiguity, planning/design and emergence, certainty and open-endedness

Evaluate and apply theories learnt to specific complex organisational contexts, and think through the implications of a chosen policy for a particular organisation, anticipating possible outcomes and how these might be dealt with by management

Transferable skills

Written communication

Leadership skills

Study

Study time

Type	Required
Other activity	24 hours (24%)
Private study	30 hours (30%)
Assessment	46 hours (46%)
Total	100 hours

Private study description

Private Study to include preparation for lectures.

Other activity description

2 x 8.5 + 1 x 5 hrs F2F lectures and 2 x 1 hrs online lectures

Costs

No further costs have been identified for this module.

Assessment

You do not need to pass all assessment components to pass the module.

Assessment group A3

Assessment component	Weighting	Study time	Eligible for self-certification
Individual Assignment	80%	37 hours	Yes (extension)

	Weighting	Study time	Eligible for self-certification
Reassessment component is the same			
Assessment component			
Group presentation (15 mins)	20%	9 hours	No
Reassessment component			
Individual Assignment 1000 words			Yes (extension)

Feedback on assessment

Feedback via myWBS, plus verbal for group work

Availability

Courses

This module is Core for:

- Year 1 of TIBS-N1SJ Postgraduate Taught Accelerator MBA (London)