



Organisational Behaviour Course Descriptor

Course Title	Organisational Behaviour	Faculty	EDGE Innovation Unit (London)
Course code	NCHNAP449	Course Leader	Professor Scott Wildman (interim)
Credit points	15	Teaching Period	This course will typically be delivered over a 6-week period.
FHEQ level	4	Date approved	June 2020
Compulsory/Optional	Compulsory		
Prerequisites	None		

COURSE SUMMARY

Organisational Behaviour is a social science discipline that focuses on what drives the behaviour of people in an organisation. In the absence of understanding the fundamental principles that underlie human actions, individuals can only rely on their untested assumptions (i.e. 'mental models') of how people operate. Such predetermined mindsets often prove unreliable in diagnosing a situation.

COURSE AIMS

- Train learners in soft skills needed to pair with their growing technical expertise.
- Expose learners to research-based frameworks to develop critical thinking habits.
- Develop learner's written and verbal communication skills.
- Give learners the opportunity to practice diagnosing problems with an unbiased, analytical perspective.

LEARNING OUTCOMES

On successful completion of the course, learners will be able to:

KNOWLEDGE AND UNDERSTANDING

- K1a Understand major organisational behaviour topic areas.
- K2a Understand the underlying concepts and principles governing organisational change.

SUBJECT SPECIFIC SKILLS

- S1a Analyse influence in groups.
- S2a Understand the role conflict plays in the workplace and make recommendations for better working practices.

TRANSFERABLE AND PROFESSIONAL SKILLS

- T1ai Develop critical thinking.
- T1aii Display a developing technical proficiency of written English skills that demonstrates an ability to communicate clearly and accurately when producing structured and coherent pieces of text.
- T2a Develop written communication skills.
- T3a Appreciate the value of teams and be more effective in team working.

TEACHING AND LEARNING

This is an e-learning course, taught throughout the year.

This course can be offered as a standalone short course.

Teaching and learning strategies for this course will include:

- On-line learning
- On-line discussion groups
- On-line assessment

Course information and supplementary materials will be available on the College's Virtual Learning Environment (VLE).

Learners are required to attend and participate in all the formal and timetabled sessions for this course. Learners are also expected to manage their self-directed learning and independent study in support of the course.

The course learning and teaching hours will be structured as follows:

- Off-the-job learning and teaching (6 days x 7 hours) = 42 hours

- On-the-job learning (12 days x 7 hours) = 84 hours (e.g. 2 days per week for 6 weeks)
- Private study (4 hours per week) = 24 hours

Total = 150 hours

Workplace assignments (see below) will be completed as part of on-the-job learning.

ASSESSMENT

FORMATIVE

Learners will be formatively assessed during the course by means of set assignments. These will not count towards the final degree but will provide learners with developmental feedback.

SUMMATIVE

Assessment will be in two forms:

AE	Assessment Type	Weighting	Online submission	Duration	Length
1	Written assignment 1	60%	Yes	N/A	2,000 words +/- 10%, excluding data tables
2	Written assignment 2 (workplace case study)	40%	Yes	N/A	1,500 words +/- 10%, excluding data tables

FEEDBACK

Learners will receive formal feedback in a variety of ways: written (via email or VLE correspondence) and indirectly through online discussion groups. Learners will also attend a formal meeting with their Academic Mentor (and for apprentices, including their Line Manager). These bi- or tri-partite reviews will monitor and evaluate the learner's progress.

Feedback is provided on summatively assessed assignments and through generic internal examiners' reports, both of which are posted on the VLE.

INDICATIVE READING

Note: Comprehensive and current reading lists for courses are produced annually in the Course Syllabus or other documentation provided to learners; the indicative reading list provided below is used as part of the approval/modification process only.

BOOKS

- Mullins, L.J., (2013), *Management & Organisational Behaviour*, Harlow, England: Pearson

- Bauer, T. and Erdogan, B., (2015), *Organizational Behavior*, Flat World Knowledge.
- Buchanan, D. and Huczynski, A., (2016), *Organizational Behaviour*, Pearson.

JOURNALS

Learners are encouraged to read material from relevant journals on Organisational Behaviour as directed by their course trainer.

ELECTRONIC RESOURCES

Learners are encouraged to consult websites on Organisational Behaviour.

INDICATIVE TOPICS

- The Power of Groups
 - Organisational Culture
 - Role of Conflict
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Approved by: Academic Board					
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2.1	May 2022	May 2022	Scott Wildman	June 2025	Category 1: Corrections/clarifications to documents which do not change approved content.
2.0	January 2022	April 2022	Scott Wildman	June 2025	Category 3: Changes to Learning Outcomes
1.0	June 2020	June 2020	Scott Wildman	June 2025	