

<b>Module Code:</b>	BUS595
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<b>Module Title:</b>	Enhancing Organisational Performance
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<b>Level:</b>	5	<b>Credit Value:</b>	40
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<b>Cost Centre(s):</b>	GAMG	<u>JACS3</u> code:	N211
		<u>HECoS</u> code:	100078

<b>Faculty</b>	Social and Life Science	<b>Module Leader:</b>	Gaenor Roberts
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Scheduled learning and teaching hours	44 hrs
Guided independent study	356 hrs
Placement	0 hrs
<b>Module duration (total hours)</b>	<b>400 hrs</b>

<b>Programme(s) in which to be offered (not including exit awards)</b>	Core	Option
FdA Applied Business Management	✓	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>

<b>Pre-requisites</b>
None

**Office use only**

Initial approval: 19/06/2019

Version no: 1

With effect from: 23/09/2019

Date and details of revision:

Version no:

## Module Aims

The fundamental focus of the module will be the underlying principle of the triple bottom line, the accounting framework that incorporates social, financial and environmental measures of success. Students will investigate each of these dimensions, and learn how it is possible to apply and develop these concepts to evaluate and enhance business performance in a broad perspective to create greater business value and competitive advantage.

## Intended Learning Outcomes

Key skills for employability

- KS1 Written, oral and media communication skills
- KS2 Leadership, team working and networking skills
- KS3 Opportunity, creativity and problem solving skills
- KS4 Information technology skills and digital literacy
- KS5 Information management skills
- KS6 Research skills
- KS7 Intercultural and sustainability skills
- KS8 Career management skills
- KS9 Learning to learn (managing personal and professional development, self-management)
- KS10 Numeracy

At the end of this module, students will be able to		Key Skills	
1	Appraise the main concepts and principles of business ethics and social responsibilities in a business environment.	KS6	KS3
		KS1	KS7
		KS2	
2	Critically evaluate the main concepts and principles of business ethics and social responsibilities in terms of their commercial consequences.	KS1	
		KS2	
		KS7	
3	Evaluate the role of data analytics and financial management in business.	KS10	
		KS5	
		KS4	
4	Appraise various financial management techniques in a business decision-making context.	KS10	KS4
		KS3	
		KS5	
5	Critically analyse the concept of sustainability and the responsible use of resources within businesses.	KS7	
		KS1	
		KS9	
6	Recognise and evaluate ways in which businesses embrace environmental responsibility.	KS7	KS2
		KS1	KS3

<b>Transferable skills and other attributes</b>			
<i>Effective communication skills, oral and written</i> <i>Critical thinking</i> <i>Analysis and synthesis of information and knowledge</i> <i>Problem solving skills such as identifying and solving business problems.</i> <i>Applying knowledge and theories in practice</i> <i>Self-reflection and reflective learning</i>			

<b>Derogations</b>
None

<b>Assessment:</b>				
Indicative Assessment Tasks:				
<ol style="list-style-type: none"> <li>1. A case study report, outlining and critically evaluating the implementation of CSR within a chosen business.</li> <li>2. A report investigating the role of financial management in business and how financial management techniques influence decision making.</li> <li>3. A group presentation critically analysing the mismanagement of natural resources and/or environmentally irresponsible practices within business.</li> </ol>				
Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)	Duration or Word count (or equivalent if appropriate)
1	1,2	Case Study	35%	1,500
2	3,4	Report	35%	1,500
3	5,6	Presentation	30%	15 minutes

<b>Learning and Teaching Strategies:</b>
<p>This module will be delivered using a combination of face to face lectures, group tutorials and practical exercises, and will utilise the use of case studies to apply the knowledge. There will be a substantial element of online learning, during which students will consolidate learning, undertake research for assessments, participate in discussion forums, and work with peers to complete group activities and analyse data for financial purposes.</p>

<b>Syllabus outline:</b>
<ol style="list-style-type: none"> <li>1. Understanding the triple bottom line</li> <li>2. Causes of business failure and the challenges of business survival.</li> </ol>

3. Ethical theories
4. Different approaches to ethics and social responsibility
5. Devising and applying ethical concepts and policies.
6. Sustainability-a business essential?
7. Renewable resources and environmental policies
8. Environmentally friendly practices
9. Stakeholder interests –consumer, corporation, government, society
10. An intro to data analytics.
11. Financial accounting.
12. Understanding the relationship between profitability and efficiency
13. Financial planning for managers.

### **Indicative Bibliography:**

#### **Essential reading**

Atrill, P. and McLaney, E. (2018), *Accounting and Finance for Non-specialists*. 11th ed. Harlow: Pearson. (available as e-book)

McDonald, G. (2014). *Business Ethics: A Contemporary Approach*. Cambridge: Cambridge University Press.

Young, S.T. and Dhanda, K. (2013), *Sustainability: Essentials for Business*. London: Sage.

#### **Other indicative reading**

##### Books

Atrill, P. (2017), *Financial Management for Decision Makers*. 8th ed. Harlow: Pearson Education.(available as e-book)

Blowfield, M. and Murray, A. (2019), *Corporate Responsibility*. 4th ed. Oxford: Oxford University Press.

##### Websites

[www.iso.org](http://www.iso.org)- Global reporting Initiative

[www.icaew.com](http://www.icaew.com)

[www.accaglobal.com](http://www.accaglobal.com)

[www.frc.org.uk](http://www.frc.org.uk)

Journals

Journals available on Resourcefinder

