

MODULE SPECIFICATION PROFORMA

Module Title:	Cultural Prioritising	Level:	7	Credit Value:	15
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Module code:	BUS7AY	Is this a new module?	Yes	Code of module being replaced:	
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Cost Centre(s):	GAMP	JACS3 code:	N215
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With effect from:	September 18
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School:	Business	Module Leader:	Jan Green
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Scheduled learning and teaching hours	24 hrs
Guided independent study	126hrs
Placement	0 hrs
Module duration (total hours)	150 hrs

Programme(s) in which to be offered	Core	Option
Executive MBA	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	<input type="checkbox"/>	

Pre-requisites

Office use only

Initial approval: April 17

APSC approval of modification: *Enter date of approval*

Version: 1

Have any derogations received LTQC approval?

Yes No N/A

Module Aims

To provide an insight into the nature and impact of organizational culture within the contemporary business workplace and the numerous ways in which this affects performance, design and the organizational environment.
To consider the use and value of change management initiatives in addressing negative aspects of organizational culture.

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

		Key Skills	
1	Critically evaluate the diverse and far reaching ways in which organizational culture has an impact on organizational performance	KS1	KS5
		KS2	
		KS3	
2	Create an effective work design and organizational structure	KS1	KS6
		KS3	KS7
		KS5	
3	Undertake an analysis of the potential for change management tactics to catalyse new working practices	KS1	KS5
		KS3	KS6
			KS7

Transferable skills and other attributes

Derogations

None

Indicative Assessment:

The assessment will enable students to undertake a piece of independent research into the prevailing culture of their own organization and draw on change management practices to address concerns related to behaviour and performance in the workplace

Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)	Duration (if exam)	Word count (or equivalent if appropriate)
1	1, 2, 3	Essay	100%		3,000

Learning and Teaching Strategies:

The modular block will be divided into sections to enable theoretical delivery, interspersed with discussion which the students will be expected to participate in and draw from their own organizational experiences. As the delivery progresses a theory into practice approach will be increasingly evident through the use of digital material to provide additional perspectives, followed by application within problematic scenarios to encourage the reaching of solutions linked to organizational culture and structure.

Syllabus outline:

Explaining Organizational Behaviour
Elements and impact of culture in the workplace
The Organizational Environment
Organizational and Work Design
Personalities and Perspectives
Work Structure
Change Management

Bibliography:

Essential reading

Buchanan, D., and Huczynski. A. (2016) Organizational Behaviour, 9th Edn., Pearson Education, Harlow

Other indicative reading

Burnes, B. (2014) Managing Change, Pearson Education, Harlow.

French, R., Rayner, C., Rees, G., and Rumbles, S. (2015) Organizational Behaviour, 3rd Edn., John Wiley, Chichester.

Robbins, S., Judge, T., and Campbell, t. (2017) Organizational Behaviour, 2nd edn., Pearson Education, Harlow.

Senior, B., and Swailes, S. (2016) Managing Change, Pearson Education, Harlow.

Journals:

Cross Cultural Management: An International Journal

International Journal of Organizational Analysis

Journal of Organizational Change Management

Management Decision