

Module specification

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Module code	BUS5A17
Module title	Organisational Performance & Culture in Practice
Level	5
Credit value	20
Faculty	SLS
Module Leader	Dr Deborah Ebenezer
HECoS Code	100085
Cost Code	GAMG

Programmes in which module to be offered

Programme title	Is the module core or option for this programme
BA (Hons) Business and Human Resource Management	Core

Pre-requisites

None

Breakdown of module hours

Learning and teaching hours	30 hrs
Placement tutor support	0 hrs
Supervised learning e.g. practical classes, workshops	0 hrs
Project supervision (level 6 projects and dissertation modules only)	0 hrs
Total active learning and teaching hours	30 hrs
Placement / work based learning	0 hrs
Guided independent study	170 hrs
Module duration (total hours)	200 hrs

For office use only	
Initial approval date	November 2021
With effect from date	September 2022
Date and details of revision	
Version number	1

Module aims

This module provides comprehensive knowledge on the links between organisational structure, strategy, culture and how it impacts organisational performance and change. Additionally, students will gain an understanding on the impacts of external factors and how HR practices support organisational strategies.

Module Learning Outcomes - at the end of this module, students will be able to:

1	Gain critical understanding of the connection between organisational structure and strategy.
2	Evaluate the impact of culture on organisational change.
3	Critically examine the impact of diversity and inclusion on organisational performance.
4	Analyse how HR practices support organisational strategy and performance.

Assessment

Indicative Assessment Tasks:

This section outlines the type of assessment task the student will be expected to complete as part of the module. More details will be made available in the relevant academic year module handbook.

Assessment 1:

Students will examine the connection between organisational structure and strategy. They will evaluate the impact of culture on organisational performance and change and analysing how HR practice support organisational strategy and performance (2000 words)

Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)
1	1,2,3,4	Written Assignment	100%

Derogations

None

Learning and Teaching Strategies

The student learning and teaching strategies are linked to the university's Strategy for Supporting Student Learning and Achievement (SSSLA) and Active Learning Framework (ALF) guidelines. Lectures will be provided to students digitally, a minimum of three working days before the classroom tutorials. Students will have access to a mix of recorded lectures, supporting notes, journals and articles, face to face tutorial activities to support their learning.

This module is embedded within the values and practices espoused in the Glyndŵr University's Teaching and Learning and Assessment strategy whereby students are encouraged to take responsibility for their own learning and staff facilitate the learning process, with the aim of encouraging high levels of student autonomy in learning and the capacity to apply it within the wider environment.

Indicative Syllabus Outline

Organisational Structure and design

Business and HR strategy

Organisational performance

Organisational culture

Impact of external factors on organisational strategy

HR practices that support organisational performance and culture

Indicative Bibliography:

Please note the essential reads and other indicative reading are subject to annual review and update.

Essential Reads

Stewart, J. and Rogers, P.(2012), *Developing People and Organisations*. London: Kogan Page.

Other indicative reading

www.cipd.co.uk

www.jhrm.eu

www.mckinsey.com

www.hbr.org

Any relevant human resource management journals/articles.

Employability skills – the Glyndŵr Graduate

Each module and programme is designed to cover core Glyndŵr Graduate Attributes with the aim that each Graduate will leave Glyndŵr having achieved key employability skills as part of their study. The following attributes will be covered within this module either through the content or as part of the assessment. The programme is designed to cover all attributes and each module may cover different areas.

Core Attributes

Engaged
Creative
Ethical

Key Attitudes

Commitment
Curiosity
Resilience
Confidence
Adaptability

Practical Skillsets

Digital Fluency
Organisation
Leadership and Team working
Critical Thinking
Emotional Intelligence
Communication