

Module Title:	Organisational Behaviour 1
Language of Instruction:	English
Credits:	5
NFQ Level:	7
Module Delivered In	7 programme(s)
Teaching & Learning Strategies:	Lectures, group and individual self-assessment tools, film studies, YouTube videos, case studies, essays, online tests.
Module Aim:	This course deals with human behaviour in a variety of organisations. Conceptual frameworks, case discussions, and skill-oriented activities are applied to each topic. The module aims to help students gain an understanding of the OB model, psychometric frameworks, motivational theories and applications, group theory and its application to increasing group performance.
Learning Outcomes	
<i>On successful completion of this module the learner should be able to:</i>	
LO1	Students will acquire self-knowledge on psychometric and motivational dimensions, as these apply to human behaviour in organisations internationally.
LO2	Students will develop skills in diagnosing and solving organisational challenges relating to occupational choice and motivating individuals at work using needs and process theories of motivation.
LO3	3. Students will acquire knowledge of how people behave in groups at work, including phenomena such as groupthink, social loafing, and pressure to conform to group norms.
Pre-requisite learning	
Module Recommendations	
<i>This is prior learning (or a practical skill) that is recommended before enrolment in this module.</i>	
No recommendations listed	
Incompatible Modules	
<i>These are modules which have learning outcomes that are too similar to the learning outcomes of this module.</i>	
No incompatible modules listed	
Co-requisite Modules	
No Co-requisite modules listed	
Requirements	
<i>This is prior learning (or a practical skill) that is mandatory before enrolment in this module is allowed.</i>	
No requirements listed	

Module Content & Assessment

Indicative Content

The OB Model

An introduction to the interplay of individual, group, and organisational level variables and their effect on organisational behaviour, effectiveness, and employee wellbeing.

Individual differences and their relevance to work

Personality, psychometric tests, values; Motivation to work - needs and process theories; Job design as empowering motivational tool.

People, processes and performance

Group effectiveness, Belbin's team roles, groupthink, stages of group formation, group phenomena and dynamics, groupthink, synergy, social psychology experiments, communication, conflict and negotiation in organisations.

Assessment Breakdown

Continuous Assessment

%

100.00%

Continuous Assessment

Assessment Type	Assessment Description	Outcome addressed	% of total	Assessment Date
Examination	Class assessment on Big Five and MBTI psychometric tools.	1	20.00	Week 6
Examination	Examination or group case study on motivation to work in group settings, using Belbin's group roles and other frameworks.	2,3	80.00	Sem 1 End

No Project

No Practical

No End of Module Formal Examination

SETU Carlow Campus reserves the right to alter the nature and timings of assessment

Module Workload

Workload: Full Time		
<i>Workload Type</i>	<i>Frequency</i>	<i>Average Weekly Learner Workload</i>
Lecture	Every Week	3.00
Independent Learning	Every Week	6.00
Total Hours		9.00

Workload: Part Time		
<i>Workload Type</i>	<i>Frequency</i>	<i>Average Weekly Learner Workload</i>
Lecture	Every Week	1.50
Independent Learning	Every Week	7.50
Total Hours		9.00

Module Delivered In

Programme Code	Programme	Semester	Delivery
CW_BBLAW_B	Bachelor of Business (Honours) in Business with Law	5	Elective
CW_BBHRM_B	Bachelor of Business (Honours) in Human Resource Management	5	Mandatory
CW_HHIBU_B	Bachelor of Business (Honours) in International Business	5	Mandatory
CW_BBBBM_B	Bachelor of Business (Honours) in Management	5	Mandatory
CW_BBBUS_D	Bachelor of Business in Business	5	Mandatory
CW_BBHRM_D	Bachelor of Business in Human Resource Management	5	Mandatory
CW_BBINB_D	Bachelor of Business in International Business incorporating Double Degree	5	Mandatory

Discussion Note:

As per Head of Departments Instruction: 13/02/2024