

Module Title:	Organisational Behaviour 2
Language of Instruction:	English
Credits:	5
NFQ Level:	7
Module Delivered In	12 programme(s)
Teaching & Learning Strategies:	Lectures, assignments, group work, case studies, class discussion and participation.
Module Aim:	This course deals with leadership of groups and the management of organisational change and work related stress (WRS). It aims to equip students with an appreciation of the conceptual and theoretical frameworks relating to leadership and change management. It aims to encourage students to reflect on and apply this knowledge in ways that will enhance their own abilities as a manager and leader .It describes current research in OB and identifies how it can be applied to workplace settings.
Learning Outcomes	
<i>On successful completion of this module the learner should be able to:</i>	
LO1	Students will be able to identify how current leadership research can be applied to workplace settings internationally.
LO2	Students will understand how application of OB frameworks, tools and concept can enhance managerial ability to manage the global complexities of organisational change as we enter the third decade of the 21st century.
LO3	Students will reflect on organisational stress reduction strategies in the workplace and expand their own approaches to managing work-related stress (WRS) drawing on international case studies.
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

Organisational Behaviour 2

Leadership Organisational Change Management Wellbeing at Work

Leadership

The distinction between leadership and management; the evolution of theories of leadership from the 'great man' theory to contemporary thought on contingency theories and emerging leadership perspectives about charismatic and transformational leadership; gender and cultural diversity - current issues in leadership; the particular challenges facing 21st century leaders.

Organisation Change Management

What is organisational change? Leading change; forces of change; cultural change; technological change; resistance to change; the role of the change agent; the changing nature of work; AI; automation; digitalization of work; the boundaryless career; Lewin and Kotter models of change; organisational politics; the consequences and ethics of power and politics in times of change.

Organisational Stress Management

Definition of workplace stress; the U-curve of workplace stress; causes, mediating variables and consequences; organisational and employee strategies to mitigate the effects of work-related stress (WRS) on employee performance and wellbeing. Cooper's research on employee wellbeing; the trend towards remote working and its relationship to WRS. Examples of 'great places to work'.

Assessment Breakdown

%

Continuous Assessment

100.00%

Continuous Assessment

Assessment Type	Assessment Description	Outcome addressed	% of total	Assessment Date
Short Answer Questions	MCQ	1	20.00	Week 7
Project	Case Study or similar	1,2,3	80.00	Week 12

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>
Independent Learning	Every Week	7.50
Lecture	Every Week	1.50
Total Hours		9.00

Module Delivered In

Programme Code	Programme	Semester	Delivery
CW_BBLAW_B	Bachelor of Business (Honours) in Business with Law	8	Group Elective 2
CW_BBLAW_B	Bachelor of Business (Honours) in Business with Law	6	Group Elective 1
CW_BBHRM_B	Bachelor of Business (Honours) in Human Resource Management	7	Mandatory
CW_HHIBU_B	Bachelor of Business (Honours) in International Business	6	Group Elective 1
CW_HHIBU_B	Bachelor of Business (Honours) in International Business	8	Elective
CW_BBBBM_B	Bachelor of Business (Honours) in Management	8	Elective
CW_BBBBM_B	Bachelor of Business (Honours) in Management	6	Group Elective 1
CW_BBSCM_B	Bachelor of Business (Honours) in Supply Chain Management	6	Group Elective 1
CW_BBSCM_B	Bachelor of Business (Honours) in Supply Chain Management	8	Elective
CW_BBBUS_D	Bachelor of Business in Business	6	Group Elective 1
CW_BBINB_D	Bachelor of Business in International Business incorporating Double Degree	6	Group Elective 1
CW_BBSCM_D	Bachelor of Business in Supply Chain Management	6	Group Elective 1