C18GH Human Behaviour in the Workplace (GLA)

COURSE DETAILS

Course Code: C18GH
Full Course Title: Human Behaviour in the Workplace (GLA)
SCQF Level: 8
SCAF Credits: 15
Available as Elective: No

DELIVERY LEVEL

Undergraduate: Yes  Postgraduate Taught: No  Postgraduate Research: No

COURSE AIMS

This course aims to

- Develop understanding about human behaviour within the organisation at an individual, group and organisational level and the role that managers can play in increasing motivation and satisfaction at work.
- Understand the role of managing people in organisations
- Explain the key human resource management functions within the workplace.
- Encourage critical understanding of current thinking within organisational behaviour and HRM management and across operations.

LEARNING OUTCOMES – SUBJECT MASTERY

Demonstrate understanding of the key Human Resource Management (HRM) and Organisational Behaviour issues from senior and middle managers, employee and individual perspectives.

Explain the roles, activities and functions of the HR within the business.

Evaluate and apply current concepts and techniques from across organisational behaviour and HR management to the workplace.

Undertake independent research and evaluate academic and practitioner literature through work-based application.

Develop awareness of Organisational Behaviour/ HRM and their impact on (observed) practice.

LEARNING OUTCOMES – PERSONAL ABILITIES

Analyse and provide solutions to practical human resource and organisational behaviour problems.
Demonstrate awareness of the 'people' challenges faced by managers.

Work independently and with peers

Demonstrate awareness of time and project management skills.

Develop analytical, questioning, communication and written skills throughout the year.

**Syllabus**

An indicative syllabus is as follows:

- Introduction to HRM
- Resourcing
- Performance and Reward Management
- Human Resource Development
- Equality and Diversity
- Employee Relations
- The role of OB in the workplace
- Individual differences such as personality, emotional intelligence, job satisfaction and organisational commitment
- Encouraging employees to learn and develop within the workplace and dealing with issues such as stress within the workplace.
- Culture, power and influence within organisations and ethics
- Leadership- transactional, transformational and ethical
- Group dynamics- decision making and roles in groups, group norms