C18OB Organisational Behaviour

**COURSE DETAILS**

**Course Code:** C18OB  
**Full Course Title:** Organisational Behaviour  
**SCQF Level:** 8  
**SCAF Credits:** 15  
**Available as Elective:** Yes

**DELIVERY LEVEL**

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**COURSE AIMS**

The aim of this course is to introduce students to the field of study of Organisational Behaviour. Organisational Behaviour (OB) is concerned with human behaviour at work, at the individual, group and organisational level. The overriding purpose of OB is to enable organisations and their managers to improve productivity, reduce levels of absenteeism and staff turnover, and increase the satisfaction and motivation of employees.

Organisational Behaviour can be defined as the systematic study of human behaviour within organisations and seeks to understand, influence, and predict human behaviour within organisations.

Organisation Behaviour is a relatively new field of study that will enable managers and their employees to cope with the rapid changes that are occurring in organisations, and to find a best way to manage organisations.

**LEARNING OUTCOMES – SUBJECT MASTERY**

- Understand the development of Organisational Behaviour.
- Understand and appreciate the problems facing managers at work.
- Develop an awareness of Organisational Behaviour as it currently affects organisations from newspapers, professional journals and the Internet.
- Understand the different research methods used in Organisational Behaviour.
- Examine the findings of researchers in Organisational Behaviour.
- Use the WWW to determine scholarship in Organisational Behaviour, and use VLE to communicate with colleagues.

**LEARNING OUTCOMES – PERSONAL ABILITIES**
• Use the knowledge and skills covered by the module in a variety of situations.
• Know what ‘people’ challenges face managers at work, and how the manager can attempt to solve these challenges.

• Work independently
• Work as a team player.

• Employ the statistics used in Organisational Behaviour.
• Offer practical solutions in problem solving through analysis and discussion.

SYLLABUS

The syllabus covers a range of issues regarding the course topic. An indicative syllabus is:

• the background, history, study, development, and importance of organisational behaviour
• the role of individual differences such as personality, perception, job satisfaction, emotional intelligence, and organisational commitment
• how employees learn, and the techniques of reinforcing learning, including schedules of reinforcement, behaviour modification, the learning organisation and knowledge management
• the differences between power, politics and influence in organisations, their sources, how they are employed and controlled, and the ethics of organisational power
• techniques of and ideas about leadership including transactional, transformational, and ethical leadership, and the importance of followership
• group dynamics, the roles people play in groups, group norms, and group decision-making; the causes and management of conflict within organisations

• how the culture of an organisation develops and is maintained, international differences in organisational culture, and how the culture of an organisation might be changed
• stress at work, its sources, outcomes, and management

LOCATION AND ASSESSMENT METHODS

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