

Module Code:	SOC538
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Module Title:	Organisations and their Culture
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Level:	5	Credit Value:	20
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Cost Centre(s):	GAPL	JACS3 code:	N215
		HECoS code:	100814

Faculty:	Social & Life Sciences	Module Leader:	Ken Perry
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Scheduled learning and teaching hours	30 hrs
Guided independent study	170 hrs
Placement	0 hrs
Module duration (total hours)	200 hrs

Programme(s) in which to be offered (not including exit awards)	Core	Option
BA (Hons) Public Service Leadership	✓	<input type="checkbox"/>

Pre-requisites
None

Office use only

Initial approval: 26/07/2018

Version no:1

With effect from: 01/01/2019

Date and details of revision:

Version no:

Module Aims

The aim is to develop a coherent understanding of the issues relating to the theory of organisations and their culture especially as it applies to public service institutions and the challenges associated of the management of these organisations and institutions.

Intended Learning Outcomes

Key skills for employability

KS1	Written, oral and media communication skills
KS2	Leadership, team working and networking skills
KS3	Opportunity, creativity and problem solving skills
KS4	Information technology skills and digital literacy
KS5	Information management skills
KS6	Research skills
KS7	Intercultural and sustainability skills
KS8	Career management skills
KS9	Learning to learn (managing personal and professional development, self-management)
KS10	Numeracy

At the end of this module, students will be able to

Key Skills

		Key Skills	
1	Analyse the purpose and development of organisations in public, private and third sector	KS1	KS4
		KS6	KS9
2	Analyse the dynamics of all sector organisations	KS1	KS4
		KS6	KS9
3	Recognise organisational culture, power, politics, leadership and learning, and reflect how these areas influence and guide delivery	KS1	KS4

Transferable skills and other attributes

Professionalism
Time management
Structured thinking

Derogations

None

Assessment:

Indicative Assessment Tasks:

1. Compile a Blog on the how public, private and third sectors contribute and tackle the challenges in today's society
2. A reflective Vlog on what the student has learned have learnt how they will use this learning to inform future practice

Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)	Duration	Word count (or equivalent if appropriate)
1	1 & 2	Blog	80%		2500
2	3	Vlog	20%		n/a

Learning and Teaching Strategies:

The module will use a variety of teaching and learning strategies, including lectures, and discussion and the use of Moodle.

Face to face lectures

Online VLE based support and discussions

Activity based session to provide real world practical examples. Group discussions and/or workshops to evaluate the policy context in the UK.

Self-directed study and further research to acquire additional perspectives of implementation and challenges.

Syllabus outline:

Organisational structures; power, organisational culture, organisational change, bureaucracies, street-level bureaucrats, discrimination, employee involvement, unions; employee assistance, motivation, professionals and professionalism; group formation

Indicative Bibliography:
Essential reading
<p>Bonebright, D.A. (2010), <i>40 years of storming: A historical review of Tuckman's model of small group development</i>, Human Resource Development International, Vol 13 (1), pp 111-120.</p> <p>Robbins, S.P., Judge, T., and Campbell, T. (2016), <i>Organisational Behaviour</i>, (2nd edn), Harlow, Pearson</p> <p>Schein, E. A. (2016), <i>Organisational Culture and Leadership</i>, (5th edn), New Jersey, John Wiley & Sons</p>
Other indicative reading
<p>Kuntz, J., Malinen, S. and Naswall, K. (2017), <i>Employee resilience: Directions for resilience development</i>, Consulting Psychology Journal: Practice and Research, Vol 69 (3), pp 223-243</p> <p>The King's Fund: https://www.kingsfund.org.uk/projects/culture</p>