

Department of Personnel & Employment Relations

ACADEMIC YEAR 2019/20 – SPRING SEMESTER

Module Title:	Principles of Organisational Behaviour
Module Code/s:	PM4022
ECTS:	6 ECTS credits = 10 hours combining lectures (2 hours), tutorial (1hour) and private study (7 hours) per week
Lecture Times:	Monday 4-5pm and Wed 10am in FG061
Lecturers:	Dr. Sarah MacCurtain, Room KB2-45, email sarah.maccurtain@ul.ie <u>Office hours:</u> Tuesdays 11.00-1.00pm
Lead Tutor:	Ger Healy, Room S1-07; email: ger.healy@ul.ie

MODULE OBJECTIVES

- This module is designed to provide an introduction to the key concepts in Organisational Behaviour (OB) to help you understand some of the fundamentals of human behaviour.
 - It also seeks to describe the complex work organisation from a behavioural perspective by outlining how behaviour is influenced by the work context.
 - It explores behaviour from individual, group and organisational perspectives.
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LEARNING OUTCOMES

On completion of the module and, with sufficient study, you will (be able to):

1. Use and apply different methods for analysing behaviour in organisations;
2. Define and apply key constructs in organisational behaviour;
3. Identify key factors that influence individual behaviour in the workplace;
4. Have an appreciation of the complex interplay between individual, group, and organisational level processes;
5. Have an awareness of common perceptual distortions and effects they have in the workplace;
6. Understand and describe various theories of learning and motivation;
7. Understand and describe ways organisations vary in culture and the impact this has for employees.

WHAT TO EXPECT & IS EXPECTED

This module is primarily delivered through the traditional lecture format which is then supplemented with in-class activities, video, cases, self-assessment, and discussion during tutorials.

Lecture slides are uploaded onto SULIS each week – *but there are skeleton notes only*– you must come to lectures to ensure you have full notes so that you can answer the exam questions at the end of the semester. Full notes will not be distributed by the lecturer or tutors. You can expect that lectures and tutorials to begin on time, and to be provided with important and relevant material.

Lecturers and tutors are available to answer questions, to clarify material, or deal with issues that may arise.

It is advisable to come to see lecturer/s (or your tutor) early during the semester if you are experiencing difficulties with the module. We are available at the office hours detailed here, but you can also email to make a separate appointment to meet if that proves necessary.

You are expected to attend lectures, to go to tutorials and to read the assigned chapters of the book each week.

You are expected to behave appropriately during lectures and tutorials – disruptions will not be tolerated.

You are advised to make yourself familiar with the University's Code of Conduct which is available in the Student Handbook on the UL portal.

SYLLABUS

All lectures are subject to modification by the lecturer. See syllabus on SULIS for updates. *

Week	Lecture Topic	Readings
Wk 1	Introduction to Module: objectives, expectations & assessments; Defining and describing OB – what influences it and what it influences	Cross and Carbery Chapter 1
Wk 2:	Personality: Defining personality; sources of personality difference; measuring personality; the “Big Five”	Cross and Carbery Chapter 2
Wk 3:	Perception: The nature of perception; the process of perception; common perceptual errors and distortions	Cross and Carbery Chapter 3
Wk 4:	Motivation: Defining motivation; Need/content theories; process theories; motivation and work	Cross and Carbery Chapter 5
Wk 5:	Emotions: Defining emotions and emotional labour, functions of emotions, emotional regulation	Cross and Carbery Chapter 6
Wk 6:	Learning: Defining learning and theories of learning; learning styles and preferences; learning and work	Lecture and tutorial notes
Wk 7:	Dynamics of Groups and teams at Work: Defining groups; group effectiveness; function of groups; group processes, formation and development of teams; team processes	Cross and Carbery Chapter 7
Wk 8:	Conflict in the Workplace: Defining conflict; stages of conflict; conflict resolution styles, functional and dysfunctional conflict	Cross and Carbery Chapter 9
Wk 9:	Organisational Culture: Defining organisational culture, elements of culture, influences of culture	Cross and Carbery Chapter 12
Wk 10:	Leadership: Nature of leadership; theories of leadership, role of leaders in organisations; ethical leadership, gender and leadership	Cross and Carbery Chapter 9
Wk 11: Bank hol Monday	Power and Politics: Definitions of concepts; sources of power; the use of power; political tactics in organisations	Cross and Carbery Chapter 8
Wk 12:	Module Review	
Wk 13:	Study week	

ASSESSMENT

	Learning outcome(s) addressed	% of total grade	Week due
End of term examination (same format for Repeat/I grade but different questions)	1, 2, 3, 4, 5, 6 & 7	100%	Week 14/15

A. End of Semester Examination worth 100%: This comprehensive examination will be comprised of multiple choice questions (MCQs) and be based on the material covered throughout the module (in lectures and tutorials). There will be 40 questions on the paper. Each correct answer is worth 2.5%. Negative marking of up to 1% will be applied for each incorrect answer. A repeat exam will be provided during the August Annual Repeats as per University guidelines and will follow the same format as the end of semester examination.

REQUIRED TEXT

Cross, C and Carbery, R (2016) Organisational Behaviour: An Introduction, Palgrave.

If unavailable, any introduction to Organisational Behaviour will suffice – some good options are:

Huczynski, A and Buchanan, D. (2013) Organisational Behaviour: An Introductory Text, Prentice Hall.

Robbins, S. and Judge, T. (2012). Organisational Behaviour, Pearson.

Colquitt, J. (2012). Organisational Behaviour, MacGraw Hill

Ted Talks

https://www.ted.com/talks/margaret_heffernan_why_it_s_time_to_forget_the_pecking_order_at_work?language=en

https://www.ted.com/talks/shawn_achor_the_happy_secret_to_better_work?language=en

https://www.ted.com/talks/brian_little_who_are_you_really_the_puzzle_of_personality?language=en

Disability Support Services

The University of Limerick is committed to providing equal access to learning opportunities for students with documented disabilities. To ensure reasonable accommodations are in place during your program of study please contact Disability Support Services to engage in a confidential conversation about the process for requesting reasonable accommodations in the classroom, exams and clinical settings. Reasonable accommodations are not provided retrospectively. Students are encouraged to register with Disability Support Services as early as possible. The University of Limerick encourages students to access all resources available through Disability Support Services for consistent support and access to their programs. More information can be found online at [Disability Support Services](#). Contact can also be made with the office by phone on 061 213478 or by email at disabilityservices@ul.ie