Institute of Technology Tallaght
Institiúid Teicneolaíochta Tamhlacht

BEHV H2001: Mngt & Org Behaviour 1 Extra Header Data

Short Title:	Mngt & Org Behaviour 1 APPROVED
Full Title:	Mngt & Org Behaviour 1

Module Code:	BEHV H2001	**NFQ Level:**	6	**ECTS Credits:**	5

Reviewed By:	MARTIN NOLAN

Description:	To provide the students with an understanding of the key principles and practices of Organisational Behaviour and give an insight to the key dynamics of individual and group behaviour and to help them improve their overall interpersonal skills. The students will also have an understanding of the importance of organisational culture and change management.

Learning Outcomes:

On successful completion of this module the learner will be able to

1. Identify and describe the behavioural implications in organisations of change and the conflict it gives rise to
2. Select and use the techniques to handle the wide range of people management issues, which arise in organisations.
3. Increase their effectiveness in communicating with and relating to others as individuals, in groups and within the organisation
4. Identify the importance of group dynamics in organisation improvement and to evaluate the issues in interpersonal, group and organisational communication

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Module Content & Assessment

Content (The percentage workload breakdown is inidcative and subject to change)

Organisational Development (10%)
The broad nature and implementation of organisational development; organisational culture; organisational climate; staff morale and employee commitment. Key challenges facing organisations into the new millennium, Managing technological innovation

Organisational Conflict (10%)
The meaning of organisational conflict; sources of conflict; strategies for managing conflict

Organisational Change (20%)
The nature and importance of organisational change; planned organisational change; factors forcing change; resistance to change (individual and organisational); human and social implications of change; the change process and techniques for change management; organisational development

Organisational culture (10%)
Key role of analyzing culture; values and culture; the leader's role in analyzing and reshaping culture; the human resource implications

Motivation (15%)
Defining motivation, Recognising what's important to employees, Motivational problems

Stress (15%)
Definition and sources of stress, Performance and health benefits of stress, Individual and organisational distress, Stress prevention techniques.

Communication skills (10%)
Interpersonal communication, Keys to effective supervisory communication, Barriers to communication, Communication through new technologies

Group Interaction and Dynamics (10%)
Group behaviour, formation and development, Guiding principles of teamwork, Teams at work and the problem of developing teams, Empowerment, Model of decision making, Individual versus group decision making.

Assessment Breakdown	**%**
Course Work	30%
End of Semester Formal Examination	70%

	Outcome addressed	*% of total*	*Assessment Date*
Formal End-of-Semester Examination	1,2,3,4	70%	Semester End

Coursework Breakdown

Type	*Description*	*Outcome addressed*	*% of total*	*Assessment Date*
Continuous Assessment	The continuous assessment component will take the form of an in-class exam.		30	n/a

IT Tallaght reserves the right to alter the nature and timings of assessment

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Module Workload & Resources

This course has no full time workload.

Resources
Required Book Resources
Nelson, D.and Quick, J 2006, *Organisational Behaviour – Foundations, Realities, and Challenges*, 5th Ed Ed., Thomson Publishing Company
Recommended Book Resources
Huczynski, Andrezej & Buchanan David 2001, *Organisational Behaviour*, 4th Ed., Prentice Hall **Moorhead, G., and Griffin, R., 2004, *Organisation Behaviour – Managing people and organisations*, 7th Ed Ed., Houghton Mifflin Company** **Morley M et al 2004, *Principles of Organisational Behaviour – An Irish Text*, Gill & Macmillan** **Mac Donagh J & Weldridge 1994, *R. Behavioural Science for Marketing and Business Students*, Gill & Macmillan**
Other Resources
DVD's and case studies: *n/a*