

HRM203e Human Behaviour in Organisations

Level: 2

Credit Units: 5 Credit Units

Language: ENGLISH

Presentation Pattern: EVERY SEMESTER

E-Learning: BLENDED - Learning is done MAINLY online using interactive study materials in Canvas. Students receive guidance and support from online instructors via discussion forums and emails. This is supplemented with SOME face-to-face sessions. If the course has an exam component, this will be administered on-campus.

Synopsis:

Developing human capital requires an understanding of why employees behave the way they do and what managers can do to influence that behaviour. This course considers this question at three levels of analysis: the individual, the group and the inter-group organisation. It is designed to provide a basic foundation in organisational behaviour, management and work. Topics focus on individual behaviour in organisations, group processes, social processes and organisational processes.

Topics:

- People-Centred Organisations and Ethical Conduct
- Diversity and Individual Differences
- Organisational Culture, Socialisation and Mentoring
- Values, Attitudes, Job Satisfaction and Counterproductive Work Behaviours
- Social Perception and Attributions
- Motivation
- Group Dynamics
- Developing and Leading Effective Teams
- Conflict and Negotiation
- Influence, Empowerment and Politics
- Leadership
- Managing Change

Textbooks:

: Human Behaviour in Organisations (McGraw Hill Custom Create) (old eISBN:9781308904580)
ISBN-13: 9781307345285-AA

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Learning Outcome:

- Describe organisational culture and its effect on organisational performance.
- Explain how individual characteristics such as personality, values and attitudes impact work behaviours.
- Discuss group, social and organisational processes.
- Illustrate key issues based on organisational behaviour, management and work psychology concepts in real and simulated situations.
- Propose feasible solutions to managerial or human resource issues based on organisational behaviour, management and work psychology principles and practices.
- Develop human resource policies and practices with respect to organisational behaviour, management and work psychology concepts.

Assessment Strategies:

Continuous Assessment Component	Weightage (%)
PRE-CLASS QUIZ	2
PRE-CLASS QUIZ	3
TUTOR-MARKED ASSIGNMENT	45
Sub-Total	50

Examinable Component	Weightage (%)
Written Exam	50
Sub-Total	50

Weightage Total **100**