

HRM261e Work Motivation

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:

People are at the heart of all organisations. For organisations to succeed in a competitive environment, the staff must collaborate, innovate and function effectively. Organisations need to recruit good talent and develop the workforce so that employees are cohesive, committed, motivated, engaged and resilient. In most organisations, this important role in developing human capital lies with the human resource department and people managers. 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:

Johnmarshall Reeve (2015): Understanding Motivation and Emotion, (eBook) 2015 John Wiley
ISBN-13: 9781118804568-AA

Johnmarshall Reeve (2015): Understanding Motivation and Emotion, (eBook) 2015 John Wiley
ISBN-13: 9781118804568

Learning Outcome:

- Describe organisational culture and its effect on organisational performance.
- Examine key individual characteristics, personality, values, attitudes, perception and motivation, and their relationship to individual work behaviour.
- Develop an understanding of group, social and organisational processes.
- Identify 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.
- Evaluate the effectiveness of human resource policies and practices with respect to organisational behaviour, management and work psychology concepts.

Continuous Assessment Component	Weightage (%)
PRE-COURSE QUIZ	1
PRE-COURSE QUIZ	1
PRE-COURSE QUIZ	1
PRE-COURSE QUIZ	1
PRE-COURSE QUIZ	1
TUTOR-MARKED ASSIGNMENT	20
GROUP BASED ASSIGNMENT	25
Sub-Total	50

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

Weightage Total **100**