MOD 1: Organisational Performance and Culture in Practice

This module introduces social sciences methods as applied broadly to the study of topics that arise as part of organisational life. (5CO01)

a. Topics Covered

1. Organisational performance and culture in practice. (1.1) (1.2) (1.3) (1.4)

2. The impact of people practice and technology on organisational systems, structures, and work. (1.5) (1.6)

3. Theories and models of organisational and human behaviour. (2.1)

4. Change and building positive culture through diversity and inclusion. (2.2) (2.3)

5. The impact of people practice on organisation culture and behaviour, and the important of and factors impacting on well-being. (2.4) (2.5)

6. People practice, the employee life cycle, and wider people and organisational strategies. (3.1) (3.2)

7. Themes shaping an area of people practice, and processes for consulting and engaging with internal customers. (3.3) (3.4)

8. Strategies for ensuring that projects are delivered in line with customer requirements. (3.5)

b. Learning Outcomes

- Evaluate the advantages and disadvantages of different types of organisation structures, including the reasons underpinning them. (1.1)

- Analyse connections between organisational strategy, revenue generation, products, services, and customers. (1.2)

- Analyse external factors and trends impacting organisations. (1.3)

- Assess current organisational priorities and the associated issues and causes. (1.4)

- Explain how people practices impact on organisational systems and structures. (1.5)

- Evaluate the scale of technology within organisations and how it impacts work. (1.6)

- Interpret theories and models which examine organisational and human behaviour. **(2.1)**

- Evaluate the drivers for change and basic models for how these changes are experienced. **(2.2)**

- Explain how to build diversity and inclusion into your work in order to build a positive culture. **(2.3)**

- Assess how people practices impact on organisational culture and behaviour. **(2.4)**

- Assess the importance of well-being at work and the different factors which impact well-being. **(2.5)**

- Critically evaluate the relationship between the employee lifecycle and your work. **(3.1)**

- Assess how people practice connects with other areas of an organisations and supports wider people and organisational strategies. **(3.2)**

- Discuss key themes that currently shape the work of an area of people practice and how these impact on the provision of people solutions. **(3.3)**

- Discuss processes for consulting and engaging with internal customers to understand their needs. **(3.4)**

- Explain the key components of planning strategies for ensuring that projects are delivered in line with customer requirements. **(3.5)**

c. <u>Assessment</u>

Formative Assessment from 01/06/2022 to 30/06/2023

    Task = (3) Written Answers (1150-words)

Summative Assessment from 01/06/2022 to 30/06/2023

    Task = (9) Written Answers (4550-words)

The final total should be the published total +/-10%

    1150 +/-10% = 1035-1265 words

    4550 +/-10% = 4095-5005 words