

Liverpool John Moores University

Title: ORGANISATIONAL BEHAVIOUR IN HEALTH & SOCIAL SERVICES
Status: Definitive but changes made
Code: **6503CPHEA** (100072)
Version Start Date: 01-08-2014

Owning School/Faculty: Nursing and Allied Health
Teaching School/Faculty: Accrington & Rossendale College

Team	Leader
Rosemary Khatri	

Academic Level: FHEQ6 **Credit Value:** 20.00 **Total Delivered Hours:** 50.00
Total Learning Hours: 200 **Private Study:** 150

Delivery Options

Course typically offered: Semester 1

Component	Contact Hours
Lecture	39.000
Seminar	6.000
Tutorial	3.000

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Exam	AS1	Examination: 2 Hours (Unseen)	50.0	2.00
Report	AS2	CW1: Case Study (3000 words)	50.0	

Aims

To critically explore the key concepts, theories and research in the field of organisational behaviour and their application to management practice within the organisations of Health and Social Services.

Learning Outcomes

After completing the module the student should be able to:

- 1 Critically assess the relationship between organisational behaviour and management practice within Health and Social Services.
- 2 Critically analyse competing theoretical perspectives in organisational behaviour.
- 3 Critically evaluate bodies of academic literature within this particular field.

Learning Outcomes of Assessments

The assessment item list is assessed via the learning outcomes listed:

EXAM	1	3	
Case Study	1	2	3

Outline Syllabus

The module aims to provide an introduction to key concepts, theories and research in the field of organisational behaviour. In addition, it seeks to demonstrate their practical relevance for management in Health and Social Services. The module will examine the development of the discipline and its methodologies; it will develop further the students' awareness of individual attitudes, behaviour and motivation. It explores, in depth, group dynamics, leadership, organisational structure, culture and change.

Learning Activities

Lectures, seminar groups, independent study, group work and discussion, video, guest speakers and case studies.

References

Course Material	Book
Author	Bloisi W, Cook C and Hansaker P
Publishing Year	2007
Title	Management and Organisational Behaviour
Subtitle	
Edition	
Publisher	McGrawth
ISBN	

Course Material	Book
Author	Mullins L J
Publishing Year	2006
Title	Essentials of Organisational Behaviour
Subtitle	

Edition	
Publisher	Prentice Hall
ISBN	

Notes

The Health and Social Services sector has developed and changed tremendously over recent decades. This module seeks to explore how ideas and concepts drawn from the field of organisational behaviour helps us to gain an understanding of these large structures i.e. how are humans affected and how to they respond to working in hierarchies and how these in return may affect the individual? Can a specific culture be identified? How is an individual motivated? Does the ideal leader exist and if so, what qualities must he or she possess? Regular tutorials will provide opportunities for informal formative assessment to support student learning and discuss their overall progress.

Organisational Behaviour " Introduction. The study of Organizational Behavior (OB) is very interesting and challenging too. It is related to individuals, group of people working together in teams. The study becomes more challenging when situational factors interact. Researchers, management practitioners, psychologists, and social scientists must understand the very credentials of an individual, his background, social framework, educational update, impact of social groups and other situational factors on behavior. Managers under whom an individual is working should be able to explain, predict, evaluate and modify human behavior that will largely depend upon knowledge, skill and experience of the manager in handling large group of people in diverse situations. Pearson International Edition Management of Organizational Behavior Leading Human Resources Ninth Edition Paul Hersey J Kenneth H. Blanchard Dewey E. Johnson CONTENTS Preface v Acknowledgments ix About the Authors xvii CHAPTER 1 Management: An Applied Behavioral Sciences Approach 1 The Purpose of Management 1 The Impact of These Trends 3 Organizations as Sources of Competitive Advantage 4 The Challenges of Leading an Organization. 4 Distinctions between Management and Leadership 5 Management Defined 5 Leadership Defined 6 Are Management and Leadership Really Necessary? 6 Three Competencies of Organizational behavior management (OBM) is a form of applied behavior analysis (ABA) which applies psychological principles of organizational behavior and the experimental analysis of behavior to organizations to improve individual and group performance and worker safety.[1] The areas of application may include: systems analysis, management, training, and performance improvement.[2][3] OBM resembles human resource management, but places more emphasis. on ABA and systems-level focus. Organizational Behavior Management: ABA Not Just For Autism. What is Organizational Behavior? Definition and History of the Field. MBA tutorial for Management and Organisational Behavior. Transcription. Contents. 1 History. The Basics of Organisational Behaviour and Its Relation to Management. 1.1 Why Managers Need to Understand Organisational Behaviour and Its Theories. Self-managed teams and employee empowerment are extremely important sub-jects in organisational behaviour, and they are thoroughly addressed throughout the course and in Module 5. Here you will learn about re-engineering and lean produc-tion methods from the standpoint of excellent employment practices.