

## 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

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

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

<b>Edition</b>	
<b>Publisher</b>	Prentice Hall
<b>ISBN</b>	

---

## 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.

Organizational behavior (OB) is defined as the systematic study and application of knowledge about how individuals and groups act within the organizations where they work. It is the study of human behavior in organizational settings, how human behavior interacts with the organization, and the organization itself. Organizational behavior theories inform real-world evaluation and management of groups of people. Organizational Behavior. Table of Contents. 1 What is Organizational Behavior? 2 Organizational Behavior Definition. 3 Organizational Behavior Theories. 3.1 Bureaucracy Theory. 3.2 Scient 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. 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. Organizational behavior and organizational culture are relatively new terms in organizational and management theory. The authores tried to explain them by theory of dynamic and nonformal organizations in police organizations. All of this conceptons have developed in West terminology in last century, became in late 30's till now.