

# **HRM203e Human Behaviour in Organisations**

**Level:** 2

**Credit Units:** 5 Credit Units

**Language:** ENGLISH

**Presentation Pattern:** EVERY JULY

**E-Learning:**

## **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

**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 (Daytime Class):**

<b>Components</b>	<b>Description</b>	<b>Weightage Allocation (%)</b>
Overall Continuous Assessment	PRE-COURSE QUIZ 1	1
	PRE-COURSE QUIZ 2	1
	PRE-COURSE QUIZ 3	1
	PRE-COURSE QUIZ 4	1
	PRE-COURSE QUIZ 5	1
	TUTOR-MARKED ASSIGNMENT 1	45
Overall Examinable Components	Written Exam	50
<b>Total</b>		<b>100</b>