

Title of the Module/Unit	10. Managing People in Organisations
Module/Unit Description In this section kindly provide a brief description of the module	This module provides an introduction to the key concepts relating to people's behaviour within contemporary organisations. It confronts the challenges managers face in understanding how to effectively manage people as individuals, as a member of a work group or team, and as a member of the organisation. This takes place within the context of varying structures and cultures which are commonly linked with successful organisational performance. Students are provided with an understanding of the complex processes of social interaction that organisations represent. They will appreciate the criticality of motivation and understand in detail the needs, process, and self-efficacy theories of motivation. The module focuses on practical issues and, via a critical consideration of different approaches presented in academic frameworks and research evidence, enables students to make judgments on the behaviour of people in organisations.
Learning Outcomes Autonomy and Responsibility: Collaborate, comply, deal with, ensure, be responsible for, carry out tasks, guide, supervise, monitor, authorise, manage, create, produce, represent, advise, negotiate, sell, etc. Knowledge and Understanding: count, define, describe, draw, find, identify, label, list, match, name, quote, recall, recite, sequence, tell, write, etc. (Example of learning outcome structure: Action Verb + Object + Context <i>Identify basic different range of glassware and state their use.</i>)	<div>Competences:</div> <p>At the end of the module/unit the learner will have acquired the responsibility and autonomy to:</p> <ul style="list-style-type: none"> a) Identify different approaches to people management in various contexts. b) Establish the crucial internal environment conditions to appropriately fit with the relevant people management approach. c) Identify and resolve inequality and discriminatory issues in contrasting contexts. d) Identify the relationship between organisational behaviour and management practice. e) Explain similarities and differences between contending explanations of organisational behaviour issues. <div>Knowledge:</div> <p>At the end of the module/unit the learner will have been exposed to the following:</p> <ul style="list-style-type: none"> a) An understanding of how decisions on jobs and people with an organisational structure is commonly linked with successful organisational performance.

<p>Applying Knowledge and Understanding: apply, practice, demonstrate, show, plan, design, operate, assemble, use, construct, prepare, create, compose, arrange</p> <p>(Example of learning outcome structure: Action Verb + Object + Context <i>Apply principles of good practice to dispense, supply and administer medicinal products and other activities in a pharmacy.)</i></p>	<p>b) A knowledge of the applicability of organisational analysis to real managerial issues.</p> <p>c) An awareness to pro-actively structure organisations that fit the realities of existing conditions.</p> <p>d) A knowledge of the significance of individual, group, and organisational effectiveness.</p> <p>e) The recognition of a range of employee attitudes and the different levels of behaviour present in an organisation.</p>
	<p>Skills:</p>
	<p>At the end of the module/unit the learner will have acquired the following skills:</p> <p>a) Evaluate the influence of crucial people management practices in diverse contexts.</p> <p>b) Apply suitable people and organisational management practices to realize organisational effectiveness.</p> <p>c) Demonstrate the development of critical analytical skills, which enable the identification aspects of continuity and change in the management of people.</p> <p>d) Demonstrate an understanding of the key theoretical perspectives of managing employee behaviour.</p> <p>e) Demonstrate critical analytical skills enabling the identification of continuity and change in the management of people and organisation.</p> <p>Module-Specific Learner Skills <i>(Over and above those mentioned in Section B)</i></p> <p>At the end of the module/unit the learner will be able to</p> <p>a) Communicate their own ideas, and critically evaluate the ideas of others on current managerial practice.</p> <p>b) Critically assess the ways in which, and to what extent, knowledge of OB theory and research is able to contribute to the effective management of people in the workplace.</p> <p>c) Demonstrate an ability to work with others on group tasks.</p> <p>d) Demonstrate a capability to produce and present a well-informed analysis of an issue of significance in people management.</p>

	<p>e) Critically analyse competing theoretical perspectives on organisational behaviour.</p>
	<p>Module-Specific Digital Skills and Competences <i>(Over and above those mentioned in Section B)</i></p> <p>At the end of the module/unit, the learner will be able to</p> <ul style="list-style-type: none"> a) Apply Digital skills to prepare and deliver presentations. b) Exercise effective team working skills through digital technology. c) Search the research literature and documents through digital databases. d) Show a high level of competence in using online learning tools and resources.