



UNIVERSITY OF WALES
Trinity Saint David
LONDON

UNIVERSITY OF WALES: TRINITY SAINT DAVID
PRIFYSGOL CYMRU: Y DRINDOD DEWI SANT

School of Business

London Campus

Workplace Culture and its impact on
Organisation Efficiency

BMSW5105

MODULE CODE: BMSW5105

TITLE: Workplace Culture and its impact on Organisation Efficiency

DATED: 21/03/2019

LEVEL: 5

CREDITS: 20

AIM(S)

- To develop an understanding of workplace culture and context in order to improve one's ability to function within the organisational norms.

LEARNING OUTCOMES

Upon the successful completion of this module, the student should be able to:

- critically assess the culture and context of an organisation;
- evaluate an organisation within its broader environment using appropriate environmental and organisational analysis techniques;
- critically appraise the cultural and ethical behaviour present in one or more organisations.

INDICATIVE CONTENT

- Impact of external forces on the organisation e.g. PESTLE and SWOT analysis.
- Formal and informal relationships between departments and people.
- Organisational culture, ethos and values.
- Establishing a culture of sustainability within the workplace.
- Corporate social and environmental responsibility.
- Personal ethical standards, values and beliefs.
- Communication channels for sharing information and building relationships.
- Barriers to effective functioning in the organisation and ways to overcome them.

Study Time Allocation

The allocation of teaching to deliver the module is:

Activity type	Hours	Percentage
Scheduled learning	40	20%
Independent learning	160	80%
Placement Learning	0	0%
TOTAL	200	100%

Assessment Component 1

(Tick one)

☐ Written exam

☒ Coursework

☐ Practical

Mode of assessment	Volume	Weighting
Individual written report based upon a student-selected case, supported by a practical demonstration (e.g. academic interview or individual presentation)	3500 words supported by 5 minutes' presentation	100%

Assessment Summary

Activity type	Percentage
Written	0%
Coursework	100%
Practical	0%
TOTAL	100%

READING LIST

Module Code	BMSW5105		
Module Title	Workplace Culture and its impact on Organisational Efficiency		
Classification	Reading List entry		Electronic*
Essential	Mullins, L., & Christy, G. (2016). Management & organisational behaviour (Eleventh ed., Always learning). https://www-dawsonera-com.ezproxy.uwtsd.ac.uk/abstract/9781292088518 (Accessed 25 July 2019)		☒
Essential	Alvesson, M (2012) Understanding organisational change. (Online) London: Thousand Oaks, Calif: Sage Publications https://www-dawsonera-com.ezproxy.uwtsd.ac.uk/abstract/9781412931304 (Accessed 25 July 2019)		☒
Further	Browaeys, M., Price, M., & Price, R. (2011). Understanding cross-cultural management (2nd ed.). Harlow: Financial Times Prentice Hall.		☐
Further	Cork, T. (2011). Unlocking great workplace culture. Canadian HR Reporter, 24(19), 34.		☐
Further	Deal, P., Deal, J., & Prince, D. W. (2011). Developing Cultural Adaptability How to Work Across Differences (J-B CCL (Center for Creative Leadership)). Hoboken: Wiley.		☐
Further	Handy, C. B. (1993). Understanding Organizations: 4th ed. (Online) Harmondsworth: Penguin. http://www.tsd.ac.uk/en/lrc/onlineresources/e-books/ (Accessed 25 July 2019)		☒

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Module Title	Workplace Culture and its impact on Organisational Efficiency	
Classification	Reading List entry	Electronic*
Further	Handy, C. B. (1997). The Hungry Spirit: Beyond Capitalism: A Quest for Purpose in the Modern World. London: Hutchinson.	☐
Further	Handy, C. B. (1985). Understanding Organizations: 3rd ed. Harmondsworth: Penguin.	☐
Further	Chaiwat Riratanaphong. (2014). Performance measurement of workplace change: In two different cultural contexts. A BE: Architecture and the Built Environment, (2), 1-378. https://doaj.org/article/3dc43814ebd94ef3900d90397beafcb 9 (Accessed 25 July 2019)	☒
Further	Alimo-Metcalfe, B., Alban-Metcalfe, J., Bradley, M., Mariathasan, J., & Samele, C. (2008). The impact of engaging leadership on performance, attitudes to work and wellbeing at work. Journal of Health Organization and Management, 22(6), 586-98. https://search-proquest-com.ezproxy.uwtsd.ac.uk/docview/197378722?accountid=130472&rfr_id=info%3Axri%2Fsid%3Aprimo (Accessed 25 July 2019)	☐
Further	Sinha, J. (2008). Culture and organizational behaviour (Sage texts). New Dehli: SAGE. https://www-dawsonera-com.ezproxy.uwtsd.ac.uk/abstract/9788132100997 (Accessed 25 July 2019)	☐
Further	Prince, Hoppe, & Prince, Don W. (2011). Communicating Across Cultures (J-B CCL (Center for Creative Leadership). Greensboro: Wiley.	☐
Further	Rogoff, B. (2003). The cultural nature of human development. Oxford: Oxford University Press.	☐

