

BA Management Skills for the Workplace:

EMPL5005 Workplace Culture and its Impact on Organisational Efficiency

2015

Workplace Culture and its impact on Organisational Efficiency

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 demonstrate the ability to:

1. Critically assess the culture and context of an organisation;
2. Evaluate an organisation within its broader environment using appropriate environmental and organisational analysis techniques;
3. Critically appraise the cultural and ethical behaviour present in one or more organisations.

INDICATIVE CONTENT

- Impact of external forces on organisation (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.

LEARNING AND TEACHING STRATEGY

Through individual practical activities and seminar presentations, students will be introduced to appropriate theoretical models and methodological frameworks to inform personal experiences and examples drawn from the workplace. Critical reflection will be integral to each formative exercise which will challenge each student to demonstrate their knowledge and understanding in a variety of ways appropriate to the workplace.

ASSESSMENT

Assessment component 1

Coursework

Essay or report format (4,000 words or equivalent) 100%

Exemplar: (4000) words.

Within this module, the assessment requires the student to identify and agree a specific organisational context in which they can demonstrate the importance of understanding workplace culture and context in order to improve one's ability to function within the organisational norms. The specific organisational context should be sufficiently complex so as to allow the student to demonstrate an evaluation of the agreed scenario.

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Assignment 1: Report (100%)

Please prepare a report of 4000 words which addresses the following brief:

Provide a critical assessment of the workplace culture of a selected organisation. You should provide a critical evaluation of the organisation and the broader environment in which it operates. You should also seek to critically evaluate the cultural and ethical behaviour within this organisation and in so doing evaluate your own cultural and ethical behaviour in relation to your organisation.