



Prifysgol Cymru
Y Drindod Dewi Sant
University of Wales
Trinity Saint David

UNIVERSITY OF WALES: TRINITY SAINT DAVID

PRIFYSGOL CYMRU: Y DRINDOD DEWI SANT

BA Leadership and Management Skills for the Workplace

Faculty of Business and Management

Workplace Culture and its impact on Organisational Efficiency - BMSK5005

MODULE CODE:	BMSK5005
TITLE:	Workplace Culture and its impact on Organisational Efficiency
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 demonstrate the ability 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.

LEARNING AND TEACHING STRATEGY

Through 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.

EDUCATION FOR SUSTAINABLE DEVELOPMENT (ESD)

Does the module contribute to ESD?	Yes
	No
If yes please provide brief details (no more than 100 words):	
Education for sustainable development is the process of equipping students with the knowledge and understanding, skills and attributes needed to work and live in a way that safeguards environmental, social and economic wellbeing, both in the present and for future generations. This module aims to develop the understanding of workplace culture and context in order to improve one's ability to function within the organizational norms, with regard to sustainability issues the context of the workplace. Embedding sustainability in organizational culture is essential and this module will seek to instil an awareness of the need for a culture of sustainability in the workplace. Students will also be encouraged to actively implement or contribute to changes that promote sustainable development within the scope of their own learning experience and study environment and effectively engage with real-life problems relevant to sustainable development.	

ASSESSMENT

Assessment Summary

Activity type	Percentage
Written	
Coursework	100%
Practical	
TOTAL	100%

Assessment: Coursework

Essay or report format (4,000 – 5,000 words or equivalent)- 100%

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.

Exemplar: Student working in health care

Using your experience within the private care home sector for the elderly, demonstrate that you have developed an understanding of the culture and context of this organisation. You should evaluate the care home within its broader environment using appropriate environmental and organisational analysis techniques. Examine the implications of the policies, procedures and legal requirements that are relevant to your area of work. Evaluate the cultural and ethical behaviour present in the organisation. You should also demonstrate your understanding of your own ability to function within organisational culture and ethical norms.

READING LIST

Module Code	BMSK5005	
Module Title	Workplace Culture and its impact on Organisational Efficiency	
Classification	Reading List entry	Electronic*
Essential	Alvesson, M (2012) Understanding organisational change. London: Sage Publications.	☐
Essential	Alvesson, M (2012) Understanding organisational change. (Online) London: Thousand Oaks, Calif: Sage Publications http://www.tsd.ac.uk/en/lrc/onlineresources/e-books/ (Accessed 26 November 2013)	☒
Further	Browaays, M., Price, M., & Price, Roger. (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, Prince, Deal, Jennifer J, & Prince, Don 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 26 November 2013)	☒
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	Handy, C. B. (1985). Understanding Organizations: 4th ed. (Online) Harmondsworth: Penguin. http://www.tsd.ac.uk/en/lrc/onlineresources/e-books/ (Accessed 26 November 2013)	☒
Further	Handy, C. B. (1984). The Future of Work: A Guide to a Changing Society. Oxford: B. Blackwell.	☐
Further	Lawn, M. and Grace, G. R. (1987). Teachers: The Culture and Politics of Work. London: Falmer Press.	☐
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.	☐