

Module Code	LCLM 5005
Title	Organisational Culture
Date	
Level	5
Credits	20
Pre-Requisites	

AIM(S)

- To develop an understanding of organisational culture and context in order to improve one's ability to function within 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 the impact of external environment on the organisational culture;
- Review and suggest improvements to the organisational culture.

INDICATIVE CONTENT

- Organisational culture, ethos, and values;
- Analysing organisational culture by applying appropriate tools such as McKinsey's 7S model, Handy's cultural types, Hofstede's cultural dimensions, Deal and Kennedy's cultural types, etc.,
- Organisational structures;
- Key drivers of change in the external environment that may impact organisational culture (application of environmental scanning tools/business analytical tools),
- Establishing a culture of sustainability within the workplace,
- Corporate social and environmental responsibility,
- Using Organisational Health Index (Financial and Non-financial performance) to measure the effectiveness of the organisational culture,
- 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

Assessment Component 1

(Tick one)

☐ Written exam ☒ Coursework ☐ Practical

Mode of assessment	Volume	Weighting
Individual Report	3000 words	70%

Assessment Component 2

(Tick one)

☐ Written exam ☐ Coursework ☒ Practical

Mode of assessment	Volume	Weighting
Academic Interview based on the individual report.	10-15 minutes per person	30%

Assessment Summary

Activity type	Percentage
Written	0%
Coursework	70%
Practical	30%
TOTAL	100%

READING LIST

Module Code	BALM 5005	
Module Title	Organisational Culture	
Classification	Reading List entry	Electronic*
Essential	Mullins, L., & Christy, G. (2016). Management & organisational behaviour (Eleventh ed., Always learning). Available at: https://librarysearch.uwtsd.ac.uk/discovery/fulldisplay?docid=alma99100126057802421&context=L&vid=44WHELF_UWTSD:44WHELF_UWTSD_VU1&lang=en&search_scope=MyInst_and_CI&adaptor=Local%20Search%20Engine&isFrbr=true&tab=Everything&query=any,contains,organisational%20behaviour&facet=tlevel,include,online_resources&offset=0	☒

Essential	Alvesson, M. (2013) Understanding organizational culture. Second edition. London: SAGE. Available at: https://librarysearch.uwtsd.ac.uk/discovery/fulldisplay?docid=alma99100329660202421&context=L&vid=44WHELP_UWTSD:44WHELP_UWTSD_VU1&lang=en&search_scope=MyInst and CI&adaptor=Local%20Search%20Engine&isFrbr=true&tab=Everything&query=any,contains,understanding%20organisational%20change&facet=tlevel,include,online_resources&offset=0	☒
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. (1985). Understanding Organizations: 3rd ed. Harmondsworth: Penguin.	☐
Further	Prince, Hoppe, & Prince, Don W. (2011). Communicating Across Cultures (J-B CCL (Center for Creative Leadership)). Greensboro: Wiley.	☐