

Module Layout

MBA511/Organisational Behaviour and Human Resource Management

Faculty	FEM	Faculty of Economics and Management	
Programme of Study	MBA	The Open MBA - Master of Business Administration (MBA)	
Module	MBA511	Organisational Behaviour and Human Resource Management	
Level of Study	Undergraduate	Graduate	
		Master	Doctoral
		✓	
Language of Instruction	English		
Mode of Delivery	Distance Learning		
Module Type	Required	Electives	
	✓		
Number of Group Consulting Meetings	Total	Physical Presence	Online
	5	0	5
Number of Assignments	2		
Final Exam Calculation	Assignments	Interactive activities	Final exam
	40%	10%	50%
Number of European Credit Transfer System (ECTS)	10		

Module Description

This course focuses on two main subject areas, namely Organisational Behaviour and Human Resource Management:

Organisational Behaviour, aims to present the basic principles, theoretical approaches and models as well as the tools with which we study the behaviour of individuals in organisations. Through examples and practices of modern organisations, students are informed about the challenges and issues in the workplace. An introduction to concepts of individuals' perception and personality, and the basic theoretical frameworks with which we approach them is presented. The mechanisms and models of employee motivation are then discussed, with significant implications for the contemporary ways of working. The sections which follow discuss important issues that affect behaviour and employee productivity. Issues regarding the effectiveness of working groups as well as the interpersonal conflicts are analysed. The section concludes with an analysis of the organisational culture and values.

Human Resource Management, covers the principles of planning, directing and developing people in an organisation. Emphasis is on the effective implementation of HR processes, including recruitment, development, evaluation, and motivation of employees. The curriculum is designed to provide a basic understanding as well as appreciation of the importance of HRM in today's competitive business environment, as well as the HR information students will need to be effective managers in either a large or small company setting. HRM activities and decisions facing managers throughout the organisation

are emphasized as well as the duties and responsibilities of HR professionals. The course will also examine the impact of HRM practices and decisions on both organisational and individual performance.

This module takes a holistic and pragmatic approach to organisational behaviour and human resource management, incorporating business applications, real world examples, and practice-based features and exercises that enable students to further enhance their personal and professional development.

Pre-requisite Modules

	None
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Co-requisite Modules

	None
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Grading Scheme

Assessment Method	Percentage on final grade	Workload	
		Hours	ECTS
Weekly study- Assignments -Group Meetings	0 %	125-150	5
Assignment 1	20 %	50-60	2
Assignment 2	20 %	50-60	2
Interactive activities	10 %	25-30	1
Final exam/Resit exam	50 %	3-6	-
Total	100%	250-300	10

Grading Rules and Assessment methods

- Interactive activities, which comprise 10% of the final grade and are assessed with a Pass or Fail. Each contribution that is evaluated with a Pass proportionally increases the module's final grade.
- Students are evaluated with 9, if they collect 90% of the possible grade, meaning, $90\% \times 10 = 9$, etc.
- Passing rate
 - 50% of the Assignments and interactive activities: Students are allowed to participate in the final exam of a Module, if they have overall collected the minimum grade ($\geq 50\%$) in their assignments and interactive activities.
 - 50% of the Final exam
- If a student obtains a grade with decimal points, then the final grade is rounded to the nearest half unit. This module (Thematic Unit) is considered to have been successfully completed when the grade is equal to or higher than 5.0.