

MN2001 – MANAGEMENT & SOCIETY**COMPONENT 1: ORGANISATIONAL BEHAVIOUR**

MODULE TYPE/SEMESTER: Second Year/**Core** (20 Credits)/Semester 1

PRE-REQUISITE(S): MN1001 & MN1002

MODULES REQUIRED FOR: MN3102

MODULE CO-ORDINATOR: Dr Samuel Mansell

MODULE LECTURER(S): Dr Xi Xi

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AIM:

To introduce the study of human behaviour in organisations. The way that people understand everyday life in organisations and how they make sense of behaviour, both their own and that of others, are subjects that have generated a considerable volume of scholarship. The purpose of this module is to enable students to achieve an insight into this scholarship such that they understand significant debates, can evaluate organisations and the behaviour of their employees, and can make informed decisions about how to behave in their own organisational lives.

METHOD OF TEACHING & LEARNING:

- Lectures – three 1 hour lectures each week from Weeks 1-5
- Tutorials (including smaller discussion groups) - one 1 hour tutorial each week from Weeks 2-4
- Directed reading, Self-directed learning

LEARNING OUTCOMES:

This course focuses on understanding the key topics and the critical approach of organisational behaviour. By the end of the module, students should have an understanding of:

- alternative ways of conceptualising people in organisational settings
- issues of organisational power, resistance, and obedience
- the relation between identity and culture in organisations

- the relation between identity and space in organisations
- new working practices such as emotional labour
- the role of humour and play in the contemporary workplace
- constructive critical analysis
- self-awareness and reflection
- interaction

These learning outcomes are met through:

- Lecture and subject material
- Tutorial content, analysis, interactive process and feedback
- Student private study and reading (organising themselves and their work)
- Teamwork and group discussion
- Formative and summative assessments

INDICATIVE TOPIC OUTLINE:

Lecture Topics:

- What is Organisational Behaviour?
- Work and Time
- Corporate Culture
- Space, Power and Identity
- Emotional Labour
- Obedience and Ethics
- Workplace Resistance
- Humour, Play and Cynicism

ASSESSMENT (over both components):

- Class Test 20% (2 x Moodle Quiz – Organisational Behaviour)
- Group Report 20% (Marketing)
- Examination 60%

CORE READING LIST:

- P. Thompson and D. McHugh (2009) *Work Organisations: A Critical Approach*, 4th Edition. Chapter 1.
- E.P. Thompson (1967) 'Time, Work-Discipline and Industrial Capitalism', *Past and Present*, vol.38
- G. Kunda (2006) *Engineering Culture: Control and Commitment in a High-Tech Company*, Temple University Press. Chapter 1.
- K. Dale and G. Burrell (2008) *Spaces of Organisation and the Organisation of Space*, Chapter 3.
- A.R. Hochschild (2012) *The Managed Heart: Commercialization of Human Feeling*, University of California Press, Chapter 6.
- Milgram, S. (1963). 'Behavioral Study of Obedience', *Journal of Abnormal and Social Psychology*, 67, 371-378.
- Milgram's Obedience Experiment: <https://www.youtube.com/watch?v=fCVII-4GZQ>

- The Stanford Prison Experiment: <https://www.youtube.com/watch?v=760lwYmpXbc>
- Prasad P. & Prasad A (2000). Stretching the iron cage: The constitution and implications of routine workplace resistance. *Organization Science*, 11(4), 387-403.
- P. Fleming (2005) 'Worker's Playtime? Boundaries and Cynicism in a "Culture of Fun" Program', *Journal of Applied Behavioural Science*, Vol. 41

The journal articles and book chapters are available online via MMS and the library's online reading lists.

Organisation of courses may be subject to change without notice.