Module Leader

Dr J Stollberger

Lecturer

Dr J Stollberger

Lab Leader

Dr J Stollberger

Timing and Structure

Lent term. 16 lectures.

Aims

The aims of the course are to:

- Provide students with a broad and critical understanding of the key issues and concepts in Organisational Behavior.
- Stimulate both appreciation and critical consideration of current Organisational Behaviour theory and research.
- Allow students to reflect on their own experience, extrapolate and develop better people skills.
- Facilitate understanding of organizational change and its management.
- Prepare students for future roles in which they need to work with individuals and groups in organisations.

Objectives

As specific objectives, by the end of the course students should be able to:

- Understand the central issues in work organizations.
- Understand how these issues have changed over time.
- Understand how these link to practical situations.
- Understand the nature and problems of organizational change.

Content

The philosophy behind the course is that academic concepts can be used as an ‘intellectual tool kit’ - a collection of frameworks and ideas that can be used to critically analyse organizational situations, thereby gaining a better understanding of ‘what is going on’ in order to take appropriate action. The course will consider: Classical Perspectives on Organisational Behaviour (OB); Micro-Perspectives on OB; Macro-Perspectives on OB; Organizational Change.

- Weber and the Theory of Bureaucracy
Taylor and Scientific Management
Human Relations Theory
Motivation and Job Satisfaction
Leadership
Groups in Organisations
Emotion in Organisations
Organisational Structure
Contemporary Management Theory
Organisational Culture
Post-Bureaucratic Organisations
Models of Organisational Change
Power, Politics and change
Change: Consequences and concerns

Coursework

There is no Full Technical Report (FTR) associated with this module.

Students may choose between the coursework topics motivation, teamwork, or change in organisations.

Learning objectives: After completing this coursework, students should be able to:

- Apply knowledge of relevant lecture material and related literature of your chosen topic
- Reflect upon your personal experience regarding your chosen topic
- Gain an awareness of how organisational behavior theory and research can help manage workplace situations

Practical information:

- Sessions will *provisionally* take place in Cambridge University Engineering Department, Trumpington Street Site, Lecture Room 12, on Mondays, 2-4pm.

Full Technical Report:

Students won't have the option to submit a Full Technical Report.

Booklists

Please see the Booklist for Part IIA Courses [3] for references for this module.

Examination Guidelines

Please refer to Form & conduct of the examinations [4].

UK-SPEC

The UK Standard for Professional Engineering Competence (UK-SPEC) [5] describes the requirements that have to be met in order to become a Chartered Engineer, and gives examples of ways of doing this.

UK-SPEC is published by the Engineering Council on behalf of the UK engineering profession. The standard has been developed, and is regularly updated, by panels representing professional engineering institutions, employers and engineering educators. Of particular relevance here is the 'Accreditation of Higher Education Programmes' (AHEP) document [6] which sets out the standard for degree accreditation.

The Output Standards Matrices [7] indicate where each of the Output Criteria as specified in the AHEP 3rd edition
document is addressed within the Engineering and Manufacturing Engineering Triposes.

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