

Engineering Tripos Part IIA, 3E6: Organisational Behaviour, 2018-19

Module Leader

Dr Andreas Richter

Lecturer

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Lecturer

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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.
- 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.

- Introduction to Organisational Behaviour
- Perceptions and Personality

- Attitudes and Motivation I
- Motivation II, Moods and Emotions
- Groups and Teams
- Leadership and Communication
- Organizational Structure, Culture, and Climate
- Organizational Change

Coursework

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 Thursdays, 3-5pm.

Full Technical Report:

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

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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Links

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[3] <https://www.vle.cam.ac.uk/mod/book/view.php?id=364091&chapterid=49371>

[4] <http://teaching.eng.cam.ac.uk/content/form-conduct-examinations>

[5] <http://www.engc.org.uk/ukspec.aspx>

[6] <http://www.engc.org.uk/standards-guidance/standards/accreditation-of-higher-education-programmes-ahp/>

[7] <http://teaching.eng.cam.ac.uk/content/output-standards-matrices>