People and the Organisation

Course learning outcomes

Competences – At the end of the module/unit the learner will have acquired the responsibility and autonomy to:

a)   Collaborate with colleagues to ensure that employees are aware of, and onboard with their organisation's vision and strategy.

b)   Be responsible for keeping abreast and up to date on current technological changes related to their organisation's sector/industry.

Knowledge – At the end of the module/unit the learner will have been exposed to the following:

a)   Various issues that influence the organisational setup and its operations (focusing on functions and activities, product/services, and structures).

b)   Key components underpinning management structures (focusing on task definition, communication style, formalisation, types of influence, centralisation, complexity, and co-ordination).

c)   Definitions of organisational vision and strategy.

d)   Societal and environmental influences on an organisation.

e)   Effects of technological change and globalisation on organisations.

f)   Organisational culture and climate.

Skills – At the end of the module/unit the learner will have mastered the following skills:

Applying knowledge and understanding - The learner will be able to:

a) Develop a plan of how best to communicate an organisation's vision and strategy to employees.

b) Contribute to the establishment and development of organisational policies.

c) Show different organisational structures may be managed.

Judgmental skills and Critical abilities - The learner will be able to:

a) Compare and contrast the different types of management structures present within an organisation.

b) Identify and evaluate the organisational structure at one's place of employment and outline key responsibilities in relation to management.

Additional Module-Specific Communication skills (if required) - The learner will be able to:

a) Disseminate objectives and targets to others within the organisation and gain their support.

b) Illustrate how best to integrate societal and environmental issues into an organisation's strategy and objectives.

Additional Module-Specific Learner skills (if required) - The learner will be able to:

a) Gain confidence in understanding the process of change, with specific reference given to technological change and globalisation.

b) Gain the required knowledge of the structure and dynamics of an organisation.