

## Liverpool John Moores University

Title: WORK PSYCHOLOGY  
Status: Definitive  
Code: **5005BUSHM** (108166)  
Version Start Date: 01-08-2011

Owning School/Faculty: Liverpool Business School  
Teaching School/Faculty: Liverpool Business School

| Team              | Leader |
|-------------------|--------|
| Patricia Harrison | Y      |

**Academic Level:** FHEQ5  
**Credit Value:** 12.00  
**Total Delivered Hours:** 20.00  
**Total Learning Hours:** 120  
**Private Study:** 100

### Delivery Options

Course typically offered: Semester 1

| Component | Contact Hours |
|-----------|---------------|
| Workshop  | 20.000        |

**Grading Basis:** 40 %

### Assessment Details

| Category | Short Description | Description                       | Weighting (%) | Exam Duration |
|----------|-------------------|-----------------------------------|---------------|---------------|
| Report   | AS1               | Individual based coursework (70%) | 100.0         |               |

### Aims

*To provide a detailed combination of theory and practice on how organisation and job design affect behaviour at work and the impact on the organisation of how people behave.*

### Learning Outcomes

After completing the module the student should be able to:

- 1 Demonstrate an understanding of theoretical concepts, models and tools to help



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|------------------|------------------------|
| <b>Edition</b>   | 13th                   |
| <b>Publisher</b> | Pearson, Prentice Hall |
| <b>ISBN</b>      |                        |

|                        |                   |
|------------------------|-------------------|
| <b>Course Material</b> | Book              |
| <b>Author</b>          | Arnold, J         |
| <b>Publishing Year</b> | 2004              |
| <b>Title</b>           | Work Psychology   |
| <b>Subtitle</b>        |                   |
| <b>Edition</b>         | 4th               |
| <b>Publisher</b>       | Pearson Education |
| <b>ISBN</b>            |                   |

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| <b>Course Material</b> | Book   |
| <b>Author</b>          | Staw, M  |
| <b>Publishing Year</b> | 2004   |
| <b>Title</b>           | Psychological Dimensions of Organisational Behaviour |
| <b>Subtitle</b>        |  |
| <b>Edition</b>         | 3rd  |
| <b>Publisher</b>       | Pearson Education                                    |
| <b>ISBN</b>            |  |

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## Notes

This course develops underpinning psychology knowledge for managing people at work

"The Human Side of Organizations" delivers complete, up-to-date, practical information on how people behave in organizations, how organizations and job design affect behavior at work, and places emphasis on the constantly changing nature of the business environment. Real-life rather than theoretical aspects provide students with a complete analysis of behavior. A human service organization might include larger organizations like the World Health Organization or the CDC. human behavior in organization is the way people do things, interact with others by solving organizational's problems. Discuss your knowledge and experience with laws and legislation affecting human resources? Human resource is a key function of any organization including a human services organization. Human resources helps in achievement of the strategic goals not directly but indirectly as it helps the organization in getting the right people with the right qualifications and experience. These people are then helpful in achieving the strategic goals of the organization. Discuss your know Learn about organizational behavior in this topic from the Free Management Library. (Those who naturally prefer to focus on the "human" side of organizations, rather than on the "business" side, might particularly appreciate this topic on organizational behavior.) What is Organizational Behavior? Definitions. Organizational behavior focuses on how humans behave in organizations, including how they interact with each other, as well as how they work within the organizations' structures to get their work done. Here are some other definitions: Organizational behavior is the "the study of human behavior in organizational settings, the interface between After you enable Flash, refresh this page and the presentation should play. Loading PPT " The Human Side of Organizations PowerPoint presentation | free to view - id: 10b453-NDMzM. The Adobe Flash plugin is needed to view this content. Get the plugin now. Actions. Remove this presentation Flag as Inappropriate I Don't Like This I like this Remember as a Favorite. Share. Share. But what about the human side of such enterprises? How do ExOs engage and motivate their employees? And how do the findings of our own research relate to the research done by Van Geest and his co-authors? Massive transformative purpose. A clear overlap between what we've seen in the companies we've visited and the ExO model is the strong focus on purpose. The dark side of success. ExOs are inspirational case-studies of how organizations can thrive in today's rapidly moving business environment. However, they should not be viewed solely as rigid blueprints for change. When organizations experience exponential growth they tend to lose sight of what made them successful in the first place. Organizations that forget to put their purpose first are at risk of losing it all.

There is so much inferior management in the world that some people believe we'd be better off in completely flat organizations with no managers at all. Most of us spend the better part of our working lives convinced that we could do the boss's job better than the boss. Something about management looks so easy that we watch one anemic performance after another and never doubt that we could succeed where others repeatedly fail. Of course, a few of us would be terrific managers. But just as clearly, most of us would not. We know this is true because so many of us eventually get the chance to try. "The Human Side of Organizations" delivers complete, up-to-date, practical information on how people behave in organizations, how organizations and job design affect behavior at work, and places emphasis on the constantly changing nature of the business environment. Real-life rather than theoretical aspects provide students with a complete analysis of behavior. Norfolk, Virginia, USA. The human side of organizational. agility. Rapid technological changes, increased risk, globalization, and expectations of. customization are characteristics of the. environment faced by contemporary. business organizations (Narasimhan and. with the relationships among humans, organizations and technology is the. sociotechnical approach. Almost 50 years. ago, the role of technical systems first. described in the Tavistock Institute studies. clearly displayed the role and value of. humans in a production system. The Human Side of Orga by Stan Kossen. Other editions. FOCUS BOXES/Reality Checks - Bring the work world as it rea "The Human Side of Organizations" delivers complete, up-to-date, practical information on how people behave in organizations presented in a readable, easy to understand form. The vital information can be used to understand managers, peers or workers. But what about the human side of such enterprises? How do ExOs engage and motivate their employees? And how do the findings of our own research relate to the research done by Van Geest and his co-authors? Massive transformative purpose. A clear overlap between what we've seen in the companies we've visited and the ExO model is the strong focus on purpose. The dark side of success. ExOs are inspirational case-studies of how organizations can thrive in today's rapidly moving business environment. However, they should not be viewed solely as rigid blueprints for change. When organizations experience exponential growth they tend to lose sight of what made them successful in the first place. Organizations that forget to put their purpose first are at risk of losing it all.