BIC4007-B module descriptor	
Module Title	Understanding People, Work and Organisations
Credit Level	20 credits (FHEQ Level 4)
Session	2026/7 academic year
BDA occurrence	Academic Year available at University of Bradford
BDA occurrence	Non Standard Year available at University of Bradford

Transparency notice

This specification for module code BIC4007-B has been generated automatically in advance of the academic year 2026/7. Every effort has been made to ensure that the information is accurate at the time of publication, but changes permitted by our Student Contract Terms and Conditions could be made in the interval between publishing and commencement of teaching; where changes impact the terms and conditions of an applicant's or student's offer, these are communicated to them as soon as possible.

BIC4007-B module aims

This module introduces you to key concepts such as personality, motivation, engagement and job satisfaction, and will help you to understand how people behave as individuals and in groups within work organisations.

It will provide you with an understanding of the principles of organisational design (OD) and how it can influence behaviour as well as individual and collective performance. You will also study the management of change and the changing nature of work and the employment contract.

BIC4007-B module learning outcomes	
No.	**Students completing the module will be able to:**
01	Demonstrate an understanding of the key factors that influence individual performance and group dynamics within an organisational setting.
02	Demonstrate a basic understanding of the key principles and theories of organisational behaviour and design.
03	Explain the concept of organisational culture and the relationship between culture, organisational structure and performance.

No.	Students completing the module will be able to:
04	Demonstrate an appreciation of the importance of change management to an organisation
05	Show an awareness of the legal and ethical issues associated with contemporary human resource management.

BIC4007-B module outline syllabus

Personality, individual differences and workplace behaviour.

Intrinsic and extrinsic motivation and the factors that influence individual motivation in the workplace.

Job satisfaction and the difference between hygiene factors and motivators.

The changing nature of organisations and different approaches to organisational design.

Organisations and organisational (and corporate) culture.

Control, autonomy, decision making and communication in different organisational structures (tall and flat hierarchies, functional, matrix and process-based structures).

Management styles and the difference between management and leadership.

Change in the workplace and individual reponses to change.

Different types of change (incremental, planned, unplanned, transformational) and the process change management.

Contemporary issues in human resource management including workforce dynamics and the changing nature of the employment contract.

For more information, visit the VLE (**Canvas**) page, go to our **Reading Lists webpage for this module** or search **https://bradford.rl.talis.com** for this module.

BIC4007-B module notional learning hours

- 60 hours Lectures
- 140 hours Directed Study

The overall expected hours may include contact time, scheduled learning activity, directed and independent study and any minimum expectations for placement learning. Most learning at the University of Bradford has some online content and sessions which are delivered fully by virtual means are labelled as "online".

BIC4007-B module learning, teaching and assessment

Groups are small and classes are student-centred and interactive.

The classroom approach is explicitly designed to help international students acquire new knowledge and skills, to build their confidence and enable them to become more independent learners. By doing this consistently and across all modules, the programme provides them with a strong foundation for further study in their chosen subject area.

The approach is inclusive and recognises that students come from different backgrounds with a range of previous learning experiences and associated expectations, beliefs and behaviours. Teaching and learning methods are clearly explained so that students understand why (where appropriate) they need to engage in new ways of learning and why those they have used or relied on up to this point may be less suited to supporting their ongoing development and their chances of success in UK Higher Education.

Formative work is an integral part of the approach. In class, students are set tasks that require them to apply their knowledge and skills, to think critically and to solve problems. The level of challenge is gradually increased as the students grow in confidence and Tutors help them to see that experimentation, trial and error are central to the learning process, providing constructive feedback on both what has been achieved and how.

Students are also expected to engage in independent study, to reflect on their own performance and to discuss this with their module tutor or personal academic tutor, who will provide support and advice and, when necessary, draw the attention of Module and Programme Leads to a struggling student using the Students of concern process.

The summative assessment tasks require students to demonstrate and apply their understanding of key concepts with reference to real-world organisations.

BIC4007-B mode of assessment

Type	Mode	Assessment description	Weight
Summative	Examination - Closed Book	Mid-module exam with mix of multiple-choice, cloze and short answer questions (90 minutes)	40%
Summative	Coursework - Written	Extended written responses to questions about module theory and its real-world relevance (1250-1500 words)	60%

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