MODULE SPECIFICATION

Academic Year	2026-27
Module Code	PHM212
Module Title	Organisational Management
Module Organiser(s)	Deirdre Byrne
Contact email	For students studying University of London awards (initial registration 2025/2026 and prior years): Enquiries may be made via their Student Advice Centre at: Student Advice Centre. For students studying LSHTM awards (registration in 2026/2027 and onwards): Enquiries should be emailed to: PHsupport@lshtm.ac.uk
Faculty	Public Health & Policy
FHEQ Level	Level 7
Credit Value	**CATS:** 15 **ECTS:** 7.5
Mode of Delivery	Distance Learning
Mode of Study	Directed self-study, through online materials (Virtual Learning Environment)
Language of Study	English
Pre-requisites	None
Accreditation by Professional Statutory and Regulatory Body	None
Module Cap (Maximum number of students)	None
Target Audience	This module is available to students registered for the DL MSc and PGDip in Public Health. For students who first registered for the MSc Public Health (UoL) prior to 2026/27 the module is recommended for those studying the General stream and compulsory for the Health Services Management stream. The module is also open to students on the DL PGDip/MSc Health in Humanitarian Crisis, Clinical Trials and Epidemiology programme. Alternatively, it can also be taken as an individual module.

Module Description	The module develops students' understanding of organisational behaviour at individual, group and organisational levels including structure and culture, communication, motivation, teamwork, leadership, and the management of change across a range of health-related settings.
Duration	Studies for distance learning modules begin in early October. At this time module materials will be made available on Moodle once fees have been paid. Students may start their studies at any time from the beginning of October and work through the material until they submit their assignment in March. However, students are encouraged to commence their studies in October and work steadily through the materials over the course of the academic year and must adhere to assessment submission deadlines.
Last Revised (e.g. year changes approved)	May 2026

For students studying UoL awards (initial registration in 2025/2026 and prior years)

Programme(s) This module is linked to the following programme(s)	**Status**
MSc Public Health: Health Services Management (Distance Learning - University of London Worldwide)	Compulsory
MSc Public Health (General stream) (Distance Learning - University of London Worldwide)	Recommended Elective
MSc Public Health: Environment and Health (Distance Learning - University of London Worldwide)	Elective
MSc Public Health: Health Promotion (Distance Learning - University of London Worldwide)	Elective
MSc Public Health: Health Economics (Distance Learning - University of London Worldwide)	Elective
PGDip Public Health (Distance Learning - University of London Worldwide)	Elective
MSc Health in Humanitarian Crisis (Distance Learning - University of London Worldwide)	Elective
PGDip Health in Humanitarian Crisis (Distance Learning - University of London Worldwide)	Elective

For students studying LSHTM awards (registration in 2026/2027 and onwards)

Programme(s) This module is linked to the following programme(s)	**Status**
PGDip Public Health (Distance Learning)	Elective

MSc Public Health (Distance Learning)	Elective
PGDip Health in Humanitarian Crisis (Distance Learning)	Elective
MSc Health in Humanitarian Crisis (Distance Learning)	Elective

Module Aim and Intended Learning Outcomes

Overall Aim of the Module
The overall module aim is to: • Enable students to apply knowledge of organisational structures and theoretical underpinnings relevant to the motivation of employees and effective leadership of public health/health care organisations.

Module Intended Learning Outcomes
Upon successful completion of the module a student should be able to: 1. Demonstrate knowledge and understanding of organisational management, leadership and related aspects of organisational behaviour including current trends of managing health care organisations; 2. Critically assess a range of concepts and theories of organisational behaviour with a particular focus on management and leadership and their contribution to understanding people's behaviour in the workplace; 3. Accurately apply knowledge and skills of organisational management and leadership to solve problems and achieve organisational goals in a health care context.

Indicative Syllabus

Session Content
The module is expected to cover the following topics: • Section 1 introduces organisational management, the roles managers occupy within organisations and management in a health care context; • Section 2 focuses on the structure and culture of organisations and how these impact on achieving organisational objectives; • Section 3 takes a closer look at the relationship between the individual and the organisation, focusing on communication and motivation; • Section 4 explores the factors influencing the performance of groups and teams working in a health care context and introduces the concepts of power and conflict in organisations. This section also considers the main theories of leadership, and leadership in a health care context; • Section 5 explores organisational change, the principles of strategic change management and management and leadership of the change process. Throughout the module students are provided with opportunities to apply the concepts and theories to a health care context and to reflect on their own work experience.

Teaching and Learning

Notional Learning Hours

Type of Learning Time	Number of Hours	Expressed as Percentage (%)
Directed self-study	110	73.3
Self-directed learning	0	0
Assessment, review and revision	40	26.7
Total	**150**	**100**

Teaching and Learning Strategy
Learning is via directed self-study. The essential materials are provided: a study guide comprising learning sessions and specified readings from an online management textbook. Students are required to write reflective comments after each learning session to apply the learning material to a familiar setting. Further, students are provided with access to a range of study resources, further readings, discussion forums and online webinar discussion sessions. The textbook that supports this module provides a detailed set of learning objectives at the start of each chapter, and also offers focused reading and learning activities. Students are strongly encouraged to participate in the module-specific discussions and online webinar discussion sessions to obtain tutor support, and to make use of the LSHTM on-line library resources. Written feedback is provided on submitted assignments.

Assessment

Assessment Strategy
This module is assessed via one summative assessed assignment worth 30% of the student's mark and a summative time-limited assessment that is worth 70% of the student's mark.

Summative assessment

Assessment Type	Assessment Length	Weighting (%)	Intended Module Learning Outcomes Tested
Summative Assessed Assignment	2700 or 3000 words depending on referencing system used. Note: details about what to include in the word count and the referencing style to be used are provided in the Assignment Instructions. Students	30	All

Assessment Type	Assessment Length	Weighting (%)	Intended Module Learning Outcomes Tested
	should follow these instructions carefully.		
Time-limited assessment	TBC	70	All

The 30% Summative Assessed Assignment for this module can be submitted only once annually, no later than **31 March** (including resits) and must be submitted via the online Assignment Management System.

Time-limited assessments for DL modules are held once a year, usually in June (including resits), and will be held online for 2026-27.

For students studying UoL awards (initial registration in 2025/2026 and prior years)
Assessments are held in accordance with University of London's annual guidance.

For students studying LSHTM awards (registration in 2026/2027 and onwards)

Assessments are held in accordance with Chapter 8b of the LSHTM Academic Manual.

Resitting Assessment
Resits will accord with Chapter 8b of the LSHTM Academic Manual. The Resit assessment will be the same assessment type as the first attempt (see previous table).

Resources

The following materials are provided to students after registration and fee payment for this module in October:

- A brief guide to studying the module;
- The module study guide, comprising online study sessions and specified readings from the online textbook provided;
- The textbook *Organizational Behaviour* by David Buchanan and Andrzej Huczynski;
- Details of optional readings and links to selected papers;
- A list of useful websites;
- Module-specific discussion forums;
- Online webinar discussion sessions (live discussion sessions which focus on selected topics) at key points in the study year;
- Interactive quiz;
- Access to the LSHTM online library resources.

All materials are provided in e-format and may be accessed via the LSHTM VLE – Moodle.

Teaching for Disabilities and Learning Differences

The module-specific site on Moodle provides students with access to the majority of the module learning materials, including a study guide and online reading list (detailing both essential and recommended readings), and additional resources including supplementary exercises, the option to listen to recordings of selected lectures taking place in London. In this module, materials provided include a textbook that is made available to students in e-format. All materials posted up on Moodle areas, including computer-based sessions, have been made accessible where possible. The LSHTM Moodle has been made accessible to the widest possible audience, using a VLE that allows for up to 300% zoom, permits navigation via keyboard and use of speech recognition software, and that allows listening through a screen reader. All students have access to "SensusAccess" software which allows conversion of files into alternative formats.

For students studying University of London awards (initial registration 2025/2026 and prior years): For students with special needs, reasonable adjustments and support can be arranged – details and how to request support can be found on the University of London Worldwide website at: Inclusive practice and Access arrangements | University of London

For students studying LSHTM awards (registration 2026/2027 and onwards): For students who require learning or assessment adjustments and support this can be arranged through the Student Support Services – details and how to request support can be found on the LSHTM Disability Support pages.