

Module Title:	Management, Supervision & Organisational Behaviour
Module Code:	BAEY10H/BAEY30H/BAEY50H
Level:	6
Credits:	15
Pre-requisites:	None

Module Description:

This module is designed to introduce students to the value of supervision and the theory and practice of management. Opportunity is given to aid the application of relevant knowledge and skills to the organisational work of the course members.

Students will be provided with a theoretical understanding of the processes of organisational management and a practical grasp of relevant managerial skills. Managerial concepts, models and theories will be examined in general terms and evaluated with specific respect to their application to work in the Early Years sector. The opportunity to gain knowledge and understanding of models and practices of supervision will be integral to this module, as will the opportunity to reflect and develop supervisory practice.

The module and its assignment will provide an opportunity for students to focus upon aspects of work-related knowledge which will prove enabling, and assist career development.

Indicative Content:

- Factors affecting strategic management in the Early Years Sector
 - Factors Affecting managing and leading successfully the Early Years workforce including:
 - Culture
 - Climate
 - Management and leadership styles
 - Team working and collaboration
 - Motivation
 - Forces for change in the Early Years sector
 - The change process and the management of change
 - Supervisions within practice and the professional development of the Early Years workforce
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Learning and Teaching Methods:

A blended learning experience including lecture presentations, class discussion, with small group and individual activities that all students are expected to participate in. This will be supported by seminar time for individual or group

support either prior to, or after the taught lesson.

Group activities will be digitally enhanced and therefore students are requested to bring their iPad to the class.

Handouts and presentations will be posted on Moodle for access prior to the session supported by additional reading material for students wishing to enhance their learning experience.

Pre-course reading/activities will be required to be undertaken each week prior to the lesson.

Specific Learning Resources:

Action: Please register on the BA Early Years/Year3 Management, Organisational Behaviour & Supervision course

Action: Students to bring iPad each week into classroom

Bibliography

(Ctrl+Click to follow links direct to library)

Highly Recommended

Aubrey, C. (2011) [Leading and Managing in the Early Years](#), 2nd edition, London: Sage

Buchanan, D. and Huczynski, A. (2010) [Organizational Behaviour: an introductory text](#), 7th edition, Harlow: Pearson Education

Daly, M., Byers, E. and Taylor, W. (2009) [Early Years Management in Practice](#), 2nd edition Oxford: Heinemann (e-book available)

Jones, C. and Pound, L. (2008) [Leadership and Management in the Early Years: from principles to practice](#), Maidenhead: Open University Press

Mullins, L. (2013) [Management and Organisational Behaviour](#), 10th edition, Harlow: Prentice Hall (e-book available)

O'Sullivan, J. (2009) [Leadership Skills in the Early Years: making a difference](#), London: Continuum

Price, D. and Ota, C. (2014) [Leading and Supporting Early Years Teams: a practical guide](#), Abingdon: Routledge

Robins, A. and Callan, S. (eds) (2009) [Managing Early Years Settings: supporting and leading teams](#), London: Sage

Rodd, J. (2013) [Leadership in Early Childhood: the pathway to professionalism](#), 4th edition, Maidenhead: Open University Press

Whalley, M. and Allen, S. (2011) [Leading Practice in Early Years Settings](#), 2nd edition, Exeter: Learning Matters

Recommended

Cook, J. (2013) [Leadership and Management in the Early Years](#), London: Practical

Module Specifications: School of Health & Social Sciences

Pre-School

Lindon, J. and Lindon, L. (2012) [Leadership and Early Years Professionalism](#), London: Hodder Education

Moyles, J. (2006) [Effective Leadership and Management in the Early Years](#), Maidenhead: Open University Press

Reed, M. and Canning, N. (eds) (2012) [Implementing Quality Improvement and Change in the Early Years](#), London: Sage (e-book available)

Sadek, E. and Sadek, J. (2009) [Good Practice in Nursery Management](#), 3rd edition, Cheltenham: Nelson Thornes

Siraj-Blatchford, I. and Hallet, E. (2014) [Effective and caring leadership in the early years](#), London: Sage

Background Reading

Handy, C. (1993) [Understanding Organisations](#), 4th edition, London: Penguin

Kotter, J. (1996) [Leading Change](#), Boston: Harvard Business Review

Miller, L. and Cable, C. (2011) [Professionalization, Leadership and Management in the Early Years](#), London: Sage

McKenna, E. (2006) [Business Psychology and Organisational Behaviour: a student's handbook](#), 4th edition, Hove: Psychology Press

Newstead, S. and Isles-Buck, E. (2012) [Essential Skills for Managers of Child-centred Settings](#), 2nd edition, Abingdon: Routledge

Robins, A. (2006) [Mentoring in the Early Years](#), London: Paul Chapman

Generic Business Journals

[Leadership](#)

[Leadership Excellence](#)

[Journal of Management Studies](#)

[International Studies of Management & Organization Management Today](#)

[Journal of General Management](#)

[British Journal of Management](#)

Early Years Journals

[Early Years](#)

[International Journal of Early Years Education](#)

[Journal of Early Childhood Research](#)

[Child: Care, Health and Development](#)

Module Learning Outcomes

Subject Specific Learning Outcomes

On successful completion of this module you will be able to:

LO 1	Evaluate the application of the general principle of management to Early Years sector
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Module Specifications: School of Health & Social Sciences

LO 2 | Understand the main factors that influence the behaviour of individuals and groups in organisations.

LO 3 | Think critically and analytically about change processes and the efficacy of various strategies aimed at the resolution of organisational issues and problems.

LO 4 | Discuss the potential role of individual supervision both for the development of the individual practitioner and for the professional practice as a whole.

Assessment Title or element	Weighting (%)
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An essay of 3,000 words*	100%
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* All module assessment requires demonstration that the learning outcomes for this module have been achieved.

Information correct at point of publication.