|  |  |
| --- | --- |
| Title: | **Understanding the organisational environment** |
| Level: | 5 |
| Credit value: | 5 |
| Learning outcomes (the learner will) | Assessment criteria (the learner can) |
| 1. Be able to analyse how an organisation is affected by the macro-environment
 | 1.11.2 | Analyse own organisation using PESTLEEvaluate the strengths and limitations of using PESTLE as a strategic diagnostic tool  |
| 1. Understand the impact of economic and political factors on the organisation
 | 2.12.2 | Assess the impact on the organisation of one economic factor from the PESTLE analysisAssess the impact on the organisation of one political factor from the PESTLE analysis |
| 1. Understand the legal environment within which the organisation operates
 | 3.1 | Assess the impact on the organisation of one legal factor from the PESTLE analysis |
| **Additional information about the unit** |  |
| Unit purpose and aim(s) | To develop knowledge and understanding of the organisational environment as required by a practising or potential middle manager. |
| Details of the relationship between the unit and relevant national occupational standards or professional standards or curricula (if appropriate) | Links to MSC 2004 NOS: B8, D3, F8 |
| Assessment requirements or guidance specified by a sector or regulatory body (if appropriate) |  |
| Support for the unit from a sector skills council or other appropriate body (if required) | Management Standards Centre (MSC) |
| Location of the unit within the subject/sector classification system | Business Management |
| Unit guided learning hours | 24 |
| **Additional Guidance about the Unit** |
| **Indicative Content:** |
| 1 | * Concept and methods of conducting PESTLE analysis
* Practical use of PESTLE analysis to create outline organisational profiles
* The concept of appropriate access to knowledge and information within the organisation to facilitate its activities
 |
| 2 | * Impact of economics and politics on the organisation
* Economic issues – inflation, unemployment, trade cycles, exchange rates, economic growth, price mechanism, competition, economic indicators, “factors of production” affecting business location
* Governmental influence on the economy and organisational operations – fiscal, monetary, legal
* Global issues and challenges for organisations
* International trade – UK’s key trading partners – international competition
* The European Union – purpose, scope, membership and institutions
* Other international organisations which have an influence on business
* Exchange rates and their impact on business
 |
| 3 | * The English (Scottish or Irish systems as appropriate) legal system, sources of law, common law, statute and the doctrine of precedence
* Nature of law, rules, sanctions, enforcement and administration. Civil and criminal law affecting business and employment
* European law, Directives and their impact on UK law
* The law of contract, terms and conditions, remedies for breach of contract. Legislation affecting contracts for the sale of goods and services
* Product liability, Consumer Protection legislation, civic and criminal liability and enforcement
* Law of agency and application to the job role
* Employment law, contracts of employment, individual statutory employment rights, unfair dismissal
* Legal duties in relation to sex, race and disability and unfair discrimination
* Trade union law, membership rights, recognition, consultation and Workers Councils
 |