|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 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 | | | 1.1  1.2 | Analyse own organisation using PESTLE  Evaluate the strengths and limitations of using PESTLE as a strategic diagnostic tool |
| 1. Understand the impact of economic and political factors on the organisation | | | 2.1  2.2 | Assess the impact on the organisation of one economic factor from the PESTLE analysis  Assess 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 | | | |