



# Pearson LCCI Level 4 Certificate in Organisational Behaviour and Performance (VRQ)

**Event Code: 15IOLC05**

# Specification at a Glance



- Rationale/Qualification aim
- Content
- Assessment summary
- Assessment objectives
- Performance descriptors
- Entry and assessment information
- Unit content



# Qualification aim

- Understanding the impact on organisations of changes in the internal and external environment
- To assess how management can respond to these changes
- To understand the influence of leadership, motivation and teamwork on performance
- To learn how to manage business risks, standards of corporate governance and the importance of professional ethics

# Key features and benefits



- Meets professional body standards
- Provides progression and exemption from ACCA
- Develops understanding of learners who are in supervisory and management roles
- Supports progression for students on to higher level academic and professional programmes
- Suitable for staff working across different functional areas



# What has changed?

- Updated content – with revisions and additions to:
  - Corporate Governance
  - Business ethics
  - Managing risks
  - Workforce performance and improvement
- Assessment objectives
- Improved specification & exam format
- Progression from Level 3 onto academic and professional programmes



# Overview of content

Four main content areas:

- The Internal and External Organisational Environment
- Managing People and Organisational Performance
- Organisational Compliance and Control
- Ethics, Corporate Governance and Risk Management



# 4. Ethics, Corporate Governance and Risk Management

- 4.1 The importance of ethical behaviour in organisations
- 4.2 How codes of ethics promote ethical behaviour
- 4.3 The role of corporate governance in an organisation
- 4.4 Risk management in organisations

# Delivering to learners



## Formal input

Innovative ways of learning:

- Group work
- Student led presentations
- Group Discussions
- Real world case studies

## Student led research

- Using own workplace
- Online resources
- Business publications and websites



# Assessment summary



- Availability: April, June, September, November
- Written paper externally set and marked
- 2 hour exam
- Consists of 4 questions – broken down into parts
- Examination will consist of 100 marks
- Students graded at Pass/Merit/Distinction
- 120 Guided learning hours

# Assessment objectives



- Assessment objectives outline the abilities that students need to demonstrate
- Each external assessment targets one or more of these objectives:
  - Memorise [AO1] 17-19%
  - Perform procedures [AO2] 17-19%
  - Communicate understanding [AO3] 29-31%
  - Analyse [AO4] 17-19%
  - Evaluation [AO5] 15-17%

# Example question (1)



Extract from an examination paper.

'Regal Manufacturing Plc is a large manufacturing company operating from its headquarters in a rural location. It has a big full-time workforce and regularly employs casual staff when demand requires. The company has maintained many of its usual business processes and has always recruited its employees from the local community in order to support the local economy.

The company now faces increased competition from international companies, which has resulted in the loss of a number of major contracts.

Following the outcome of a SWOT analysis, the company is now looking to commit significant funds to support the future expansion of the business. Local community groups have expressed concern about this expansion and its environmental impact on the local area'

1. Explain how the internet can support Regal Manufacturing Plc to become more efficient (6 marks)
2. Analyse how support Regal Manufacturing Plc can apply a SWOT analysis to develop its business strategy. (8 marks)

# Example questions (1)



Question targets following the content:

Q1. Explain two benefits for an organisation of carrying out a SWOT analysis (4 marks)

Q2. Using Mendelow's matrix, evaluate the interests of Regal Manufacturing Plc's main stakeholder groups (12 marks)



# Preparing learners for external assessment

- Use the sample assessment materials and mark scheme
- Use past exam papers for practice
- Apply examiner feedback to support assessment
- Ensure learners have a thorough understanding of each content area
- Use case studies and live examples to stimulate and support learners



# Apply the Assessment Objectives

Memorise	Recall basic facts and theories
Application	Use knowledge and understanding to answer the case study questions
Communicate understanding	Clear and precise meaning expressed logically
Analyse	Provide a chain of argument through assessing information and data
Evaluate	Make a judgement and justify it

# Grade performance descriptors



Pass	Basic recall, limited understanding, mainly descriptive
Merit	Good understanding and application of theory to practice. Evaluation of options
Distinction	Outstanding understanding and application of theory to the case studies. Very good evaluation applied to organisational practice and performance



# Top 10 tips to delivering

- Know the Specification and how it is assessed
- Ensure that students understand the 'command words'
- Ensure that students understand the assessment objectives
- Support students to be responsible for their own learning
- Use vocational case studies and students' own workplaces
- Use formative assessments during the course
- Set targets and homework
- Recognise the importance of discussions and group work
- Use all resources and materials, publications and online





# Support

## Training:

- Pearson offers support and training to teachers on standard of delivery and preparing students to meet the assessment requirements

## Resources:

- Sample Assessment Materials document [qualifications.pearson.com/lccisupport](https://qualifications.pearson.com/lccisupport)

## Other resources:

- Past exam papers and mark schemes will become available together with examiner's reports

# Level 2 Diploma



New diploma title	Structure	Qualifying period
<b>Diploma in Book-Keeping &amp; Accounting</b>	<p>Core subject (<u>one</u> subject only)</p> <ul style="list-style-type: none"><li>• Pearson LCCI Level 2 Certificate in Book-Keeping and Accounts (VRQ)</li></ul> <p>And Optional subject (<u>at least two</u> from the following)</p> <ul style="list-style-type: none"><li>• Pearson LCCI Level 2 Award in Computerised Book-Keeping (VRQ)</li><li>• Pearson LCCI Level 2 Certificate in Cost and Management Accounting (VRQ)</li><li>• Pearson LCCI Level 2 Certificate in Business Statistics (VRQ)</li><li>• Pearson LCCI Level 2 Business Calculations</li></ul>	24 months

# Level 3 Diploma



New diploma title	Structure	Qualifying period
<b>Diploma in Accounting &amp; Finance</b>	<p>Core subject (<u>two</u> subjects only)</p> <ul style="list-style-type: none"><li>• Pearson LCCI Level 3 Certificate in Financial Accounting (VRQ)</li><li>• Pearson LCCI Level 3 Certificate in Cost and Management Accounting (VRQ)</li></ul> <p>And Optional subject (<u>at least one</u> from the following)</p> <ul style="list-style-type: none"><li>• Pearson LCCI Level 2 Award in Computerised Book-Keeping (VRQ)</li><li>• Pearson LCCI Level 3 Certificate in Business Statistics (VRQ)</li><li>• Pearson LCCI Level 3 Advanced Business Calculations</li></ul>	24 months

# Level 4 Diploma



New diploma title	Structure	Qualifying period
<b>Professional Diploma in Accounting &amp; Finance</b>	<p>Core subject (<u>three</u> subjects only)</p> <ul style="list-style-type: none"><li>• Pearson LCCI Level 4 Certificate in Financial Accounting (VRQ)</li><li>• Pearson LCCI Level 4 Certificate in Management Accounting (VRQ)</li><li>• Pearson LCCI Level 4 Certificate in Organisational Behaviour and Performance (VRQ)</li></ul> <p>*Optional “top-up” with following optional subjects:</p> <ul style="list-style-type: none"><li>• Pearson LCCI Level 4 Legal Environment</li><li>• Pearson LCCI Level 4 Award in Islamic Finance and Business (QCF)</li><li>• Pearson LCCI Level 4 Certificate in Applied Business Economics (QCF)</li></ul>	24 months