

<b>Title</b>	<b>Principles of supporting an organisational culture in a food business</b>				
<b>Ofqual unit ref</b>	<b>Y/504/7246</b>				
<b>Level</b>	<b>3</b>	<b>Credit value</b>	<b>3</b>	<b>GLH</b>	<b>18</b>
<b>Learning outcomes</b>		<b>Assessment criteria</b>			
<b>The learner will:</b>		<b>The learner can:</b>			
1. Know the importance of organisational culture in a food business		1.1 Summarise the concept of organisational culture including reference to <ul style="list-style-type: none"> <li>• typical types of organisational culture</li> <li>• factors which limit organisational culture</li> <li>• key influences on organisational culture</li> </ul> 1.2 Explain how organisational culture contributes to the development of business vision, strategy and planning objectives           1.3 Evaluate the impact of organisational culture on achieving business objectives including <ul style="list-style-type: none"> <li>• innovation</li> <li>• productivity and performance</li> <li>• sustainability.</li> </ul>			
2. Know how organisational culture is influenced in a food business		2.1 Explain the factors and how they contribute to making the culture of an organisation distinct including <ul style="list-style-type: none"> <li>• beliefs</li> <li>• values</li> <li>• regulation</li> <li>• customer influence</li> <li>• competition</li> <li>• productivity/performance</li> <li>• sustainability</li> </ul>			

	<p>2.2 Clarify the concepts of multi-culture and counter-culture</p> <p>2.3 Explain the importance and purpose of business roles which are critical in influencing organisational culture including</p> <ul style="list-style-type: none"> <li>• leadership</li> <li>• management</li> <li>• supervision/team leadership</li> <li>• operatives/assistants</li> </ul> <p>2.4 Explain the importance of balancing the influences that impact on organisational culture, to ensure that culture is perceived as fair and transparent.</p>
<p>3. Know how organisational culture can be determined and changed in a food business</p>	<p>3.1 Summarise the methods used to confirm an existing organisational culture</p> <p>3.2 Summarise the development stages required to change an established organisational culture</p> <p>3.3 Evaluate the methods by which organisational culture can be changed</p> <p>3.4 Explain the importance of feedback and monitoring to the maintenance of organisational culture</p> <p>3.5 Summarise the methods for maintaining organisational culture and how this is managed in a food business.</p>
<b>Additional information about the unit</b>	
<p>Unit purpose and aim(s)</p>	<p>This unit supports workforce development for those who understand the principles of supporting an organisational culture in a food business.</p> <p>The unit is designed for use primarily by team leaders, supervisors, technicians and others who carry out these workplace activities. The aim of the</p>

	<p>unit is to determine competent performance to recognised National Occupational Standards.</p>
<p>Assessment requirements or guidance specified by a sector or regulatory body (if appropriate)</p>	<p>This unit is designed to test the knowledge and understanding of learners in the workplace context when supporting an organisational culture in a food business. It needs to be assessed on or off the job. The learner must demonstrate their current knowledge and understanding, to meet all assessment criteria.</p> <p>Assessment methods appropriate to the needs of the learner must be used to generate satisfactory evidence of knowledge and understanding.</p>

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Unit review date	January 2018
Details of the relationship between the unit and relevant national occupational standards or other professional standards or curricula (if appropriate)	This unit of assessment has a relationship with the following National Occupational Standards: IMPBP.107K Principles of organisational culture in a food business.
Support for the unit from a SSC or appropriate other body (if required)	Improve Ltd
Location of the unit within the subject/sector classification system	4.2 Manufacturing Technologies
Name of the organisation submitting the unit	FDQ
Availability for use	Shared
Unit category	OK