

H8ORGDEV: Organisational Development

Module Code:	H8ORGDEV
Long Title	Organisational Development AWAITING PROCESSING
Title	Organisational Development
Module Level:	LEVEL 8
EQF Level:	6
EHEA Level:	First Cycle
Credits:	5
Module Coordinator:	AKARI DEVELOPER
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Departments:	School of Business
Specifications of the qualifications and experience required of staff	
Learning Outcomes	
<i>On successful completion of this module the learner will be able to:</i>	
#	Learning Outcome Description
LO1	LO 1. Demonstrate an understanding the principles and concepts that direct change in organisations and its implications for organisations
LO2	LO 2. Demonstrate specialised conceptualised knowledge of the processes of change management, change agents and organisational learning
LO3	LO 3. Investigate Organisational Development philosophies and strategies
LO4	LO 4. Adopt the perspective of a consultant and be in a position to apply organisational development theories to a variety of organisational situations and contexts
Dependencies	
Module Recommendations	
No recommendations listed	
Co-requisite Modules	
No Co-requisite modules listed	
Entry requirements	

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Module Content & Assessment			
Indicative Content			
Introduction to Organisation Development What is OD? Exploring the OD Concept			
The Foundations of Organisational Change The failure of organizational change and development programmes Different types of Planned Change Models of Organisation Development and Change Values in Organisation Development			
Understanding the Organisation Development Process The Organisation Development Practitioner The Diagnostic Process Resistance to Change			
Organisation Development Interventions OD Intervention Strategies and Targets Individual to Organisational Interventions and Approaches			
The Future of OD Emerging Directions for Organisational Development Future issues and challenges			
Teaching methodology The learning strategy involves the use of lectures, tutorials, case studies, class discussions and video as appropriate. Lectures provide a framework and introduction to each topic covered, this will be supplemented by discussion and application of theory through the other methods mentioned. Each topic is further developed in specific recommended readings which are essential for learning and effective performance in the assessments.			
Assessment Breakdown			%
Coursework			40.00%
End of Module Assessment			60.00%
Assessments			
Full Time			
Coursework			
Assessment Type:	Project (0050)	% of total:	40
Assessment Date:	n/a	Outcome addressed:	1,2,3,4
Non-Marked:	No		
Assessment Description: This involves setting a major task where students must apply an OD approach to an organisational problem, scenario or situation. Depending on the nature of the task the student will be obliged to work independently and/or as part of a group. Students will be required to draw upon the relevant theory or models that may be applicable. The task may involve the students identifying problems or issues and outlining possible solutions and recommendations. Students may also be required to offer a presentation to an audience based on their work. (LO1, LO2, LO3, LO4)			
End of Module Assessment			
Assessment Type:	Terminal Exam	% of total:	60
Assessment Date:	End-of-Semester	Outcome addressed:	1,2,3,4
Non-Marked:	No		
Assessment Description: The end of semester exam paper consists of five questions on the material covered in lectures, tutorials, discussions and group exercises carried out by students during the module. Students are offered a choice of five questions and must answer three. Responses to questions would include: essay style responses. Students will be marked according to clarity, structure, contemporary examples - that illustrate points made, reference to materials covered, theories and research in the field. (LO1, LO2, LO3, LO4)			
No Workplace Assessment			
Reassessment Requirement			
Repeat examination Reassessment of this module will consist of a repeat examination. It is possible that there will also be a requirement to be reassessed in a coursework element.			

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Module Workload				
Module Target Workload Hours 0 Hours				
Workload: Full Time				
Workload Type	Workload Description	Hours	Frequency	Average Weekly Learner Workload
Lecture	No Description	2	Every Week	2.00
Tutorial	No Description	1	Every Week	1.00
Independent Learning	No Description	7.5	Every Week	7.50
Total Weekly Contact Hours				3.00
Workload: Part Time				
Workload Type	Workload Description	Hours	Frequency	Average Weekly Learner Workload
Lecture	No Description	3	Every Week	3.00
Total Weekly Contact Hours				3.00

Module Resources	
<i>Recommended Book Resources</i>	
Dr. Donald L. Anderson. (2012), Organization Development, Second. Sage Publications, Inc, [ISBN: 9781412987745].	
<i>Supplementary Book Resources</i>	
<p>CUMMINGS T.G. AND WORLEY C.G.. (2009), ORGANIZATION DEVELOPMENT AND CHANGE, NINTH. CENGAGELEARNING, [ISBN: 978-0-324-58053-2].</p> <p>Joan V. Gallos, editor; foreword by Edgar H. Schein. (2006), Organization development, Jossey-Bass, San Fransisco, CA, [ISBN: 9780787984267].</p> <p>FRANCIS, H., HOLBECHE, L., AND REDDINGTON, M.. (2012), PEOPLE AND ORGANISATIONAL DEVELOPMENT: A NEW AGENDA FOR ORGANISATIONAL EFFECTIVENESS, CIPD, LONDON, [ISBN: 9781843982692].</p>	
<i>This module does not have any article/paper resources</i>	
<i>This module does not have any other resources</i>	
Discussion Note:	