

## H7OCAD: Organisational Culture and Development

<b>Module Code:</b>	H7OCAD
<b>Long Title</b>	Organisational Culture and Development <b>APPROVED</b>
<b>Title</b>	Organisational Culture and Development
<b>Module Level:</b>	LEVEL 7
<b>EQF Level:</b>	6
<b>EHEA Level:</b>	First Cycle
<b>Credits:</b>	10
<b>Module Coordinator:</b>	
<b>Module Author:</b>	Isabela Da Silva
<b>Departments:</b>	School of Business
<b>Specifications of the qualifications and experience required of staff</b>	
<b>Learning Outcomes</b>	
<i>On successful completion of this module the learner will be able to:</i>	
<b>#</b>	<b>Learning Outcome Description</b>
LO1	Interpret theories and models which examine organisational and human behaviour which contributes to organisational culture.
LO2	Evaluate the drivers for change and basic models for how these changes are experienced.
LO3	Explain the purpose of organisational development and recognise the key organisation development process.
LO4	Examine the concept of organisational culture and why it and cultural change are important to organisations.
LO5	Assess the importance of well-being at work and the different factors which impact well-being.
LO6	Evaluate the relationship between the employee lifecycle and your work
<b>Dependencies</b>	
<b>Module Recommendations</b>	
No recommendations listed	
<b>Co-requisite Modules</b>	
No Co-requisite modules listed	
<b>Entry requirements</b>	As per programme requirements.

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Module Content & Assessment	
<b>Indicative Content</b>	
<b>Organisation and Human Behaviour</b> Management theory and its relevance to human behaviour Theories and models of organisational and human behaviour Motivational theories.	
<b>Change Mgt</b> Drivers of change Overview of change management models Role of Learning and Development in managing successful organisational change	
<b>Organisation Development</b> Fundamental principles of organisation development Connections between organisational strategy and organisation development The organisation development process Impact of Learning & Development on the employee life-cycle in an organisation	
<b>Organisational Culture</b> Introducing and maintaining organisational culture Theories and models of organisation culture. Creating a strong organisational culture and supporting policies Measuring organisational culture	
<b>Wellbeing at Work</b> Organisation prerequisites for effective wellbeing at work The key domains of wellbeing The components of wellbeing	
<b>Assessment Breakdown</b>	%
Coursework	100.00%

## Assessments

Full Time			
<b>Coursework</b>			
<b>Assessment Type:</b>	Written Project	<b>% of total:</b>	100
<b>Assessment Date:</b>	n/a	<b>Outcome addressed:</b>	1,2,3,4,5,6
<b>Non-Marked:</b>	No		
<b>Assessment Description:</b> A written project covering all learning outcomes submitted on module completion. Learners will be expected to show evidence of outside reading and marks will be awarded for depth of reflection and comprehensiveness of plan for future development.			
No End of Module Assessment			
No Workplace Assessment			
<b>Reassessment Requirement</b>			
<b>Coursework Only</b> <i>This module is reassessed solely on the basis of re-submitted coursework. There is no repeat written examination.</i>			
<b>Reassessment Description</b> Repeat Assessment is re-submission of written project. One re-submission attempt allowed.			

## H7OCAD: Organisational Culture and Development

<b>Module Workload</b>				
Module Target Workload Hours 0 Hours				
<b>Workload: Full Time</b>				
<i>Workload Type</i>	<i>Workload Description</i>	<i>Hours</i>	<i>Frequency</i>	<i>Average Weekly Learner Workload</i>
Lecture	Classroom and demonstrations	35	Per Semester	2.92
Independent Learning	Independent learning	215	Per Semester	17.92
Total Weekly Contact Hours				2.92

Module Resources	
<i>Recommended Book Resources</i>	
<p>ARMSTRONG M. (2020), Armstrong's Handbook of Strategic Human Resource Management, 7th Edition. Kogan Page.</p> <p>Anderson, D. L. (2020), Organizational Development: The Process of Leading Organizational Change, 5th ed. Thousand Oaks: Sage.</p> <p>Burnes, B. (2017), Managing Change, Pearson, Harlow.</p> <p>Hughes, M. (2010), Managing Change: A Critical Perspective, Chartered Institute of Personnel and Development, London.</p> <p>Flynn, G. E. (2022), Leadership and Business Ethics, 2nd ed. Dordrecht: Springer.</p>	
<i>Supplementary Book Resources</i>	
<p>Amin, A. (2022), ANALYSIS OF ORGANIZATIONAL CULTURE IN THE PUBLIC SECTOR. Management Research and Practice, 14(4), pp. 47-61.</p> <p>Buchanan, D. A. (2017), Organizational Behaviour, 9th ed. Pearson, Harlow.</p> <p>Connor, G., McLean, I. &amp; McFaddan, M. (2012), Organisation Design. In: J. Stewart &amp; P. Rogers, eds. Developing People and Organisations, pp. 1-33, Chartered Institute of Personnel and Development, London.</p> <p>Cross, C. (2021), Organizational Behaviour: An Introduction, Red Globe Press., London.</p> <p>Kenedi, J., Satriawan, B. &amp; Khaddafi, M. (2022), . The Effect of Organisational Culture on Employee Performance, 2(6), pp. 817-826, International Journal of Educational Review, Law and Social Sciences.</p> <p>Kotter, J. P. (2012), Leading Change, Harvard Business Review Press, Boston.</p> <p>Mau, B. (2022), Putting Life-Centered Design into the Heart of Organizational Development: 24 Principles to Inform OD Practice, Organisation Development Review.</p> <p>Mladenova, I. (2022), Putting Life-Centered Design into the Heart of Organizational Development: 24 Principles to Inform OD Practice, Administrative Sciences.</p> <p>O'Callaghan, N. (2016), Promoting Welfare at Work, <a href="https://www.cipd.ie/news-resources/reports/promoting-well-being-work-survey">https://www.cipd.ie/news-resources/reports/promoting-well-being-work-survey</a>.</p> <p>Pricewaterhouse Coopers. (2018), Global Survey. PWC, <a href="https://www.strategyand.pwc.com/gx/en/insights/global-culture-survey.html">https://www.strategyand.pwc.com/gx/en/insights/global-culture-survey.html</a>.</p> <p>Robinson, S. (2012), Business Ethics in Practice, Chartered Institution of Personnel and Development, London.</p> <p>Schein, E. H. &amp; Schein, P. A. (2019), A new era for culture, change and leadership: a conversation between Edgar H. Schein and Peter A. Schein, 60(4), pp. 52-58, MIT Sloan Management Review.</p>	
<i>This module does not have any article/paper resources</i>	
<i>Other Resources</i>	
[Website], <a href="http://www.cipd.co.uk">www.cipd.co.uk</a> .	
<b>Discussion Note:</b>	