Module specification

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Module code	BUS5A16
Module title	Organisational Development
Level	5
Credit value	20
Faculty	SLS
Module Leader	Dr Deborah Ebenezer
HECoS Code	100085
Cost Code	GAMG

Programmes in which module to be offered

Programme title	Is the module core or option for this programme
BA (Hons) Business and Human Resource Management	Core

Pre-requisites

None

Breakdown of module hours

Learning and teaching hours	30 hrs
Placement tutor support	0 hrs
Supervised learning e.g. practical classes, workshops	0 hrs
Project supervision (level 6 projects and dissertation modules only)	0 hrs
Total active learning and teaching hours	**30** hrs
Placement / work based learning	0 hrs
Guided independent study	170 hrs
Module duration (total hours)	**200 hrs**

For office use only	
Initial approval date	November 2021
With effect from date	September 2022
Date and details of revision	
Version number	1

Module aims

This module provides a comprehensive understanding of the key concepts of organisational development. The module covers the following organisational development fundamentals:

- Key concepts in organisational development
- Models, theories, tools and techniques used as part of organisational development and change management
- Role of an OD practitioner

Module Learning Outcomes - at the end of this module, students will be able to:

1	Critically examine the concepts and purpose of organisational development.
2	Identify the various theoretical approaches that contributes to improving organisations and manage change.
3	Evaluate the role of OD practitioner in organisations.
4	Examine the tools and techniques used as part of OD interventions.

Assessment

Indicative Assessment Tasks:

This section outlines the type of assessment task the student will be expected to complete as part of the module. More details will be made available in the relevant academic year module handbook.

Assessment 1:

Students will examine the concepts and purpose of organisational development. They will then identify theoretical approaches that contributes to improving organisations and manage change. Finally, evaluate the role of OD practitioner and the use of tools and techniques as part of OD interventions. (2500 words)

Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)
1	1,2,3,4	Written Assignment	100%

Derogations

None

Learning and Teaching Strategies

The student learning and teaching strategies are linked to the university's Strategy for Supporting Student Learning and Achievement (SSSLA) and Active Learning Framework (ALF) guidelines. Lectures will be provided to students digitally, a minimum of three working days before the classroom tutorials. Students will have access to a mix of recorded lectures, supporting notes, journals and articles, face to face tutorial activities to support their learning.

This module is embedded within the values and practices espoused in the Glyndŵr University's Teaching and Learning and Assessment strategy whereby students are encouraged to take responsibility for their own learning and staff facilitate the learning process, with the aim of encouraging high levels of student autonomy in learning and the capacity to apply it within the wider environment.

Indicative Syllabus Outline

Key concepts of organisational development

CIPD professional map

Organisational development theoretical approaches

Tools and techniques used in organisational development

The role of OD practitioner

Indicative Bibliography:

Please note the essential reads and other indicative reading are subject to annual review and update.

Essential Reads
Tosey P. (2017), *Understanding Organisational Development.* London: Kogan Page.

Other indicative reading

Cummings, T.G. and Worley T.G. (2015), *Organization Development and Change*. 10th ed. Andover: Cengage Learning.

Websites:

www.cipd.co.uk

www.jhrm.eu

www.mckinsey.com

www.hbr.org

Any relevant human resource management journals/articles.

Employability skills – the Glyndŵr Graduate

Each module and programme is designed to cover core Glyndŵr Graduate Attributes with the aim that each Graduate will leave Glyndŵr having achieved key employability skills as part of their study. The following attributes will be covered within this module either through the content or as part of the assessment. The programme is designed to cover all attributes and each module may cover different areas.

Core Attributes

Engaged
Creative
Ethical

Key Attitudes

Commitment
Curiosity
Resilience
Confidence
Adaptability

Practical Skillsets

Digital Fluency
Organisation
Leadership and Team working
Critical Thinking
Emotional Intelligence
Communication