

## Liverpool John Moores University

Title: ORGANISATIONAL DEVELOPMENT  
Status: Definitive but changes made  
Code: **6005BUSHR** (117320)  
Version Start Date: 01-08-2018

Owning School/Faculty: Academic Portfolio  
Teaching School/Faculty: Academic Portfolio

Team	Leader
Helen Collins	Y

**Academic Level:** FHEQ6  
**Credit Value:** 24  
**Total Delivered Hours:** 78  
**Total Learning Hours:** 240  
**Private Study:** 162

### Delivery Options

Course typically offered: Standard Year Long

Component	Contact Hours
Seminar	26
Workshop	52

**Grading Basis:** 40 %

### Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	ASS 1	Critique and analysis of an OD issue produced as an individual report	100	

### Aims

*The aim of this module is to provide students with a comprehensive and critical evaluation of the theory and practice of organisational development; enabling them to develop the knowledge and skills required to influence, and seek to align, individual, team and organisational development.*

### Learning Outcomes

After completing the module the student should be able to:

- 1 Explain the nature, purpose and context of organisational development
- 2 Explore a range of methods and strategies for establishing and meeting development needs
- 3 Identify the challenges in meeting the needs of diverse groups
- 4 Design a range of interventions to maximize alignment between individual, group and organizational needs.
- 5 Reflect on the challenges in evaluating organizational development and propose an approach to overcome difficulties and maximize opportunities

### **Learning Outcomes of Assessments**

The assessment item list is assessed via the learning outcomes listed:

Report	1	2	3	4	5
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### **Outline Syllabus**

*Organizing development within a variety of contexts*  
*Politics of organizational development*  
*Establishing needs and developing strategies*  
*Designing OD interventions*  
*Seeking alignment*  
*Approaches to evaluation*

### **Learning Activities**

Workshops to analyze concepts and practice, utilizing case studies, cases and discussion of key issues.

### **Notes**

This module forms part of the BA HRM and provides an opportunity for students to understand the complexities involved when seeking to influence organisational development.