

## Liverpool John Moores University

Title: Organisational Development & Change Management  
Status: Definitive  
Code: **6150BUSHR** (123887)  
Version Start Date: 01-08-2021

Owning School/Faculty: Business and Management  
Teaching School/Faculty: Business and Management

Team	Leader
Helen Collins	Y

**Academic Level:** FHEQ6      **Credit Value:** 20      **Total Delivered Hours:** 44

**Total Learning Hours:** 200      **Private Study:** 156

### Delivery Options

Course typically offered: Semester 2

Component	Contact Hours
Workshop	44

**Grading Basis:** 40 %

### Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	report	2000 word report embedding OD theory and development.	100	

### Aims

*To acquire knowledge about issues and dimensions of organisational development*  
*To recognise the importance of people change factors in a determining appropriate organisational development intervention to improve an organisation*  
*To appreciate the key issues to be achieved when implementing an organisational development strategy*  
*To be able to apply theoretical knowledge to practical situations involving an organisation's responses to organisational development*

## Learning Outcomes

After completing the module the student should be able to:

- 1 Explain the nature, purpose and context of OD;
- 2 Analyse the theories from which OD are based
- 3 Identify a range of OD interventions to respond to organisational needs
- 4 Reflect the challenges in evaluating organisational development and propose an approach to overcome difficulties and maximise opportunities.

## Learning Outcomes of Assessments

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

report	1	2	3	4
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## Outline Syllabus

*What is OD - history and values that have informed OD.  
the theory of OD practice  
analysing current situation; politics of OD, OD phases and cycle, diagnostic and analysis, OD interventions, organisational design, evaluation of OD interventions.*

## Learning Activities

Lectures, seminars, case studies, group discussion, on line discussion and group chat forums, group presentation as informal half way point.

## Notes

A general and broad reach module introducing students to managing resources in an international environment. The course focus is on the range of activities that constitute HR, how they 'fit' in the organisational structure, with a critique of concepts and methods to integrate HR theory with organisational structures.