

## Liverpool John Moores University

Title: Change Management and Organisational Development  
Status: Definitive  
Code: **6220BSPTHR** (123953)  
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:** 30      **Total Delivered Hours:** 60

**Total Learning Hours:** 300      **Private Study:** 240

### Delivery Options

Course typically offered: Semester 1

Component	Contact Hours
Online	30
Workshop	30

**Grading Basis:** 40 %

### Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	Report	3000 word report.	100	

### Aims

- 1. To acquire knowledge about issues and dimensions of Change management and organisational development.*
- 2. To recognise the importance of people change factors in determining appropriate organisational development intervention to improve an organisation.*
- 3. To appreciate the key issues to be achieved when implementing change and organisational development strategy.*

4. *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 organisational development and change management
- 2 Analyse the theories from which change and organisational development are based
- 3 Identify a range of OD interventions to respond to organizational needs.
- 4 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
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## **Outline Syllabus**

*Change Management theory*

*Organisational Development - history and the values that have informed OD Practice*

*The theory of OD Practice and major features*

*Analysing the current situation and issues of OD*

*Politics of Change Management & OD*

*OD Phases and Cycle*

*Diagnostic analysis*

*OD Interventions*

*Evaluation of OD Interventions*

## **Learning Activities**

Tutorials.

Supported Learning through Black Board

## **Notes**

A general and broad reach module introducing students to the concept of organisational development and the improvement of organisations through OD interventions.