Liverpool John Moores University

Title:	ORGANISATION DEVELOPMENT IN AN INTERNATIONAL ARENA
Status:	Definitive but changes made
Code:	**7002BUSIHR** (120997)
Version Start Date:	01-08-2017

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

Team	Leader
Rachel Robins	Y

Academic Level:	FHEQ7	**Credit Value:**	20	**Total Delivered Hours:**	40
Total Learning Hours:	200	**Private Study:**	160		

Delivery Options

Course typically offered: Semester 2

Component	Contact Hours
Workshop	40

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Essay	ESSAY	Case study analysis and evaluation. Word count: 3,000	100	

Aims

To evaluate and critically analyse the strategic contribution of Organisation Development to corporate goals for global organisations.

Learning Outcomes

After completing the module the student should be able to:

1	Analyse and evaluate the major features and theories of organisation development from which International organisations evolve, improve and change.
2	Develop and evaluate Organisation development strategies
3	Gather, analyse and use employee data to undertake diagnostic for organisation development to build sustainable organisational performance
4	Evaluate the need for strategic organisation development with other areas of Human Resource Management and with global organisational culture and values.

Learning Outcomes of Assessments

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

Case study analysis   1   2   3   4
(essay)

Outline Syllabus

The history of OD and the values that have informed OD practice

The theory of Organisation Development

Introduction and issues in Organisation Development

The wider context for Organisation Development and OD strategies

Diagnostic processes and Political Considerations for Organisation

Organisation Development practitioner

Interventions for Organisation development

Evaluation of Organisation Development intervention

Organisation Design

Culture Change

Managing Transformational Change

Power an organisation politics and Organisational Development

Learning Activities

Workshop format. Students will be required to apply their knowledge within varying organizational contexts, and to review and evaluate contemporary literature/research. Case studies will be used to assist in this process and students will discuss approaches used in known organizations. Blackboard discussion groups and on line provision of session materials

Notes

As Organisation Development is key to ensuring that organisations and their people are able to adapt and engage in ongoing change in today's fast-paced, lean and competitive world, after completing the module the student should be able to evaluate and critically analyse the strategic contribution of Organisation Development to corporate goals for global organisations.