

## Liverpool John Moores University

Title: ORGANISATIONAL DEVELOPMENT AND CHANGE  
Status: Definitive  
Code: **7006OCCPSY** (113758)  
Version Start Date: 01-08-2011

Owning School/Faculty: Natural Sciences & Psychology  
Teaching School/Faculty: Natural Sciences & Psychology

Team	Leader
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**Academic Level:** FHEQ7      **Credit Value:** 12.00      **Total Delivered Hours:** 26.00  
**Total Learning Hours:** 120      **Private Study:** 94

### Delivery Options

Course typically offered: Semester 2

Component	Contact Hours
Lecture	18.000
Workshop	6.000

**Grading Basis:** 40 %

### Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Exam	EXAM	Examination, including short notes and essay questions.	100.0	2.00

### Aims

1. To enable students to develop a historical perspective of the development of Industrial/Organisational and Occupational Psychology.
2. To enable students to gain knowledge and understanding of the processes of organisational change and development.
3. To enable students to understand the application of psychological approaches to organisational change and development.

## Learning Outcomes

After completing the module the student should be able to:

- 1 Demonstrate an understanding of the development of the field of industrial/organisational psychology and the role of systems.
- 2 Critically evaluate theoretical approaches to organisational development and change.
- 3 Critically assess models and methods of organisational development and change.

## Learning Outcomes of Assessments

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

EXAM                                      1      2      3

## Outline Syllabus

*Introduction and historical background and perspectives on industrial/organisational psychology.*

*Systems models and concepts of organisations.*

*Organisational behaviour.*

*Organisational development and job design.*

*Communication in organisations.*

*Organisational culture.*

*Groups; teams and teamwork.*

*Organisational change.*

*Organisational development and implementing planned change.*

## Learning Activities

1. Lectures and presentations.
2. Workshops, including structured activities and group presentations.

## References

<b>Course Material</b>	Book
<b>Author</b>	Drenth, P.J.D., Thierry, H., & de Wolff, C.J. (Eds.)
<b>Publishing Year</b>	1998
<b>Title</b>	Handbook of Work and Organizational Psychology.
<b>Subtitle</b>	
<b>Edition</b>	
<b>Publisher</b>	Hove: Psychology Press.
<b>ISBN</b>	

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<b>Course Material</b>	Book
<b>Author</b>	Dipboye, R.L., Smith, C.S., & Howell, W.C.
<b>Publishing Year</b>	1994
<b>Title</b>	Understanding Industrial and Organizational Psychology: An Integrated Approach.
<b>Subtitle</b>	
<b>Edition</b>	
<b>Publisher</b>	Fort Worth, TX: Harcourt Brace.
<b>ISBN</b>	

<b>Course Material</b>	Book
<b>Author</b>	Burnes, B.
<b>Publishing Year</b>	1996
<b>Title</b>	Managing Change: A Strategic Approach to Organisational Dynamics.
<b>Subtitle</b>	
<b>Edition</b>	
<b>Publisher</b>	London: Pitman.
<b>ISBN</b>	

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## Notes

This module is based on the BPS knowledge area of organisational development and change. The module will introduce students to the key theoretical concepts in the area in order to develop an understanding of organisational structure, processes and behaviour. Other sessions will focus on issues such as communications, organisational culture, groups and teams, and organisational change.