

Summary Information

Module Code	7007LBSMHR
Formal Module Title	Organisational Development, Change and Strategic Reward
Owning School	Business and Management
Career	Postgraduate Taught
Credits	10
Academic level	FHEQ Level 7
Grading Schema	50

Module Contacts

Module Leader

Contact Name	Applies to all offerings	Offerings
Helen Collins	Yes	N/A

Module Team Member

Contact Name	Applies to all offerings	Offerings
Paul McEvoy Clarke	Yes	N/A

Partner Module Team

Contact Name	Applies to all offerings	Offerings
--------------	--------------------------	-----------

Teaching Responsibility

LJMU Schools involved in Delivery
Business and Management

Learning Methods

Learning Method Type	Hours
Workshop	24

Module Offering(s)

Offering Code	Location	Start Month	Duration
SEP-MTP	MTP	September	12 Weeks

Aims and Outcomes

Aims	This module focuses on the principles of organisational development and change to achieve strategic goals and support organisational success with particular emphasis on the role of strategic reward in attracting, motivating and retaining people at work in order to direct the actions and behaviours of individuals, teams and the organisation towards the achievement of organisational goals.
-------------	--

Learning Outcomes

After completing the module the student should be able to:

Code	Description
MLO1	Critically analyse the concepts and theories underpinning organisational development and reward
MLO2	Critically evaluate reward strategies, policy frameworks and the importance of organisational approaches to compliant and ethical reward practice
MLO3	Critically examine organisational change and the strategies for a successful implementation.

Module Content

Outline Syllabus
Organisational Development – Theories, Concepts & Practice Adding Value Through Organisational Development Horizon Scanning - Challenges and Limitations of Organisational Development Implementing & Evaluating Organisational Development Change Management & Leadership – Theories, Concepts & Practice Managing Change Through Organisational Development Behavioural and Cognitive Reactions to Organisational Change. People Management Skills and Behaviours That Influence Successful Implementation of Change Drivers influencing design and impact of reward strategies. Organisational approaches to compliant and ethical reward practice. Understand effective reward strategies and policy frameworks

Module Overview

Additional Information
The module provides a sound understanding of organisational design and change in readiness to apply to professional practices covered in the programme.

Assessments

Assignment Category	Assessment Name	Weight	Exam/Test Length (hours)	Learning Outcome Mapping
Portfolio	Portfolio	100	0	MLO1, MLO3, MLO2