

Liverpool John Moores University

Title: MANAGING ORGANISATIONAL LEARNING AND CHANGE
Status: Definitive
Code: **7506PD** (103679)
Version Start Date: 01-08-2011

Owning School/Faculty: Liverpool Business School
Teaching School/Faculty: Dublin Business School

| Team | Leader |
|-------------------|--------|
| Patricia Harrison | Y |

Academic Level: FHEQ7
Credit Value: 15.00
Total Delivered Hours: 30.00
Total Learning Hours: 150
Private Study: 120

Delivery Options

Course typically offered: Runs Twice - S1 & S2

| Component | Contact Hours |
|-----------|---------------|
| Lecture | 20.000 |
| Workshop | 10.000 |

Grading Basis: 40 %

Assessment Details

| Category | Short Description | Description | Weighting (%) | Exam Duration |
|----------|-------------------|-------------------------------|---------------|---------------|
| Essay | AS1 | Individual written assignment | 100.0 | |

Aims

To demonstrate the role of organisational learning in organisation strategy and development

To provide the knowledge and skills required to influence the management of organisational learning for its effective utilisation

Learning Outcomes

After completing the module the student should be able to:

- 1 Explore organisational roles, structures and networks that support learning, the management of knowledge, creativity and innovation
- 2 Discuss the relationship between learning and performance, and the importance of integrating learning with working
- 3 Evaluate the processes and resources that support learners including the assessment of learning and information technology
- 4 Demonstrate the contribution of organisational learning and knowledge to the achievement of organisation objectives

Learning Outcomes of Assessments

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

| | | | | |
|-------|---|---|---|---|
| Essay | 1 | 2 | 3 | 4 |
|-------|---|---|---|---|

Outline Syllabus

Collaboration in building knowledge-productive environments
Organisation roles, structures and networks that support learning
The relationship between learning, organisation and work
Processes and resources that support learners
Organisational learning and knowledge management
Systems for evaluating the contribution of organisational learning

Learning Activities

Lecture and interactive participation
 Discussion of current management theories and issues
 Case studies
 Reflection on learning experiences

References

| | |
|------------------------|---|
| Course Material | Book |
| Author | Harrison R and Kessels |
| Publishing Year | 2004 |
| Title | Human Resource Development in a knowledge economy: an organisational view |
| Subtitle | |
| Edition | |
| Publisher | Basingstoke Palgrave MacMillian |
| ISBN | 0-333-99015-3 |

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| Course Material | Book |
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| Author | Gibb, S |
| Publishing Year | 2008 |
| Title | Human Resource Development Process, Practices and Perspectives |
| Subtitle | |
| Edition | 2ND |
| Publisher | Palgrave Macmillan |
| ISBN | 10-14039987327 |

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|------------------------|-----------------|
| Course Material | Book |
| Author | Harrison, R |
| Publishing Year | 2005 |
| Title | and Development |
| Subtitle | |
| Edition | |
| Publisher | London CIPD |
| ISBN | -84398-050-9 |

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|------------------------|---|
| Course Material | Book |
| Author | Garvey, B and Williamson, Bill |
| Publishing Year | 2002 |
| Title | Beyond Knowledge Management: Dialogue, creativity and the corporate curriculum Dorchester |
| Subtitle | |
| Edition | |
| Publisher | Financial Times Prentice Hall |
| ISBN | |

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|------------------------|---|
| Course Material | Book |
| Author | Dalkir K |
| Publishing Year | 2005 |
| Title | Knowledge Management in Theory and Practice |
| Subtitle | |
| Edition | |
| Publisher | Elsevier Butterworth-Heinemann |
| ISBN | 0-7506-7864-X |

Notes

Lecture and interactive participation
Discussion of current management theories and issues
Case studies
Reflection on learning experiences