

PSY514e Organisational Development and Change

Level: 5

Credit Units: 5 Credit Units

Language: ENGLISH

Presentation Pattern: EVERY JULY

E-Learning: BLENDED - Learning is done MAINLY online using interactive study materials in Canvas. Students receive guidance and support from online instructors via discussion forums and emails. This is supplemented with SOME face-to-face sessions. If the course has an exam component, this will be administered on-campus.

Synopsis:

PSY514 Organisational Development and Change provides students with an understanding of the dynamics of organisational culture, structure and change, and the theoretical and practical perspectives underlying the implementation of change initiatives. The module also widens the perspective of organisational psychology by considering familiar organisational psychology topics such as employee engagement and leadership within the wider context of the organisation.

Topics:

- Organisational development history and context
- Strategic human resource management and development
- Models of organisational change and development
- Change management cycle: Diagnostic
- Change management cycle: Intervention
- Change management cycle: Evaluation
- Power and politics
- Organisational structure and design
- Organisational agility and resilience
- Employee engagement
- Leadership and change
- Organisational Development in the digital age

Textbooks:

Dr Mee-Yan Cheung-Judge, Linda Holbeche: Organization Development: Organization Development (e-text) 3rd Kogan Page
ISBN-13: 9781789667929

Learning Outcome:

- Appraise models of organisational change
- Evaluate the difficulties in applying theories of organisational change in practice
- Discuss the use of strategy to align activities at the differing levels of the individual, team and business
- Evaluate different forms of organisational structure, culture and climate
- Apply behaviour modification as a technique for changing behaviour in the workplace
- Propose organisational development interventions within the wider organisational psychology context

Assessment Strategies (Evening Class):

Components	Description	Weightage Allocation (%)
Overall Continuous Assessment	TUTOR-MARKED ASSIGNMENT 1	30
	PARTICIPATION 1	20
Overall Examinable Components	ECA	50
Total		100