

Module code	ODC	NQF level	5
Credit value	15	Study duration	9 weeks

# Organisational Development and Change

## Module description

Organisational development (OD) is aimed at instigating and implementing planned change, often based on theory and the application of applied behavioural science, to enhance the effectiveness of an organisation's decision making and problem solving. This module will explore theories and concepts relating to organisational development and change, such as those concerned with the nature of change, organisational culture and the leadership of change in contemporary organisations. It will also examine how these processes can be managed through the application of theory.

## This module aims to:

- Introduce organisational development, work and systems design, and the nature and process of organisational change

## Learning outcomes

On completion of this module, students will be able to:

- understand organisational development and change through the relevant principles and values, as well as applying systems theory and action research
- appreciate differences in change and development across industrial sectors
- critically evaluate the strategies used for change, identifying those that are effective for sustaining it
- understand and appreciate the importance of job satisfaction and motivation in effective organisational development, and how job design and sociotechnical systems theory supports this

## Syllabus

- Organisational development and change: Principles and values
- Systems theory and action research
- Patterns of change and their implications for change agents
- Strategies for, and sustaining change
- Large group/small group/individuals: Tools and techniques
- Motivation and job satisfaction
- Job design and sociotechnical systems theory
- Organisational development and change across sectors
- Power, politics and stakeholder management

## Learning and teaching methods

Teaching will be delivered through the provision of specified reading materials that will be provided on the University of Essex Online learning platform, and will be supported by specified discussion forums, pre-recorded lecturecasts and biweekly online question and answer sessions (using synchronous communication software and application sharing facility). Students will be provided with indicative guidance on, and encouraged to look at relevant websites which are appropriate to the learning outcomes, and to identify and share appropriate web-based resources (as learning support references) with their fellow students. The pre-recorded lecturecasts and the online question and answer sessions will include referenced use of selected case studies which will be drawn from the reading materials and the practice-based and professional/educational contexts and experience of the tutors. Self-managed learning will supplement lectures and students will be given direction on required and indicative reading.

Description of unit of assessment	Length/Duration	Submission date	Weighting
Discussion contribution	2 weeks	Weeks 1 and 5	20%
Mid-module assignment	1,500-2,000 words	Mid module	30%
End of module project	1,500-2,000 words	End of module	20%
Journal entries	300-500 words	Bi-weekly submission	20%