SBM3305 - Organisational Development

<table>
<thead>
<tr>
<th>UOS CODE</th>
<th>UOS NAME</th>
<th>CREDIT POINTS</th>
<th>STATUS</th>
</tr>
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<tbody>
<tr>
<td>SBM3305</td>
<td>Organisational Development</td>
<td>6</td>
<td>Core</td>
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**SUMMARY**
This unit will teach planning, organising and managing operations to fulfil organisation goals, apply strategies and achieve results are vital to successful organisation unit existence and growth. Without the ability to develop and apply operational plans nothing can be achieved. While the above is a self-evident statement, many managers tend to underplay the importance of systematic operations planning and management or they tend to focus on individual aspects leaving some areas poorly attended to with the consequence that the operations will suffer setbacks. Such oversights might even undermine the viability of sound business cases.

**COURSE CONVENOR**
TBA

**ASSOCIATED HIGHER EDUCATION AWARD**
- Bachelor of Business

**STUDENT WORKLOAD**

<table>
<thead>
<tr>
<th>No. timetabled hours per week</th>
<th>No. personal study hours per week</th>
<th>Total workload hours per week</th>
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<tr>
<td>5</td>
<td>5</td>
<td>10</td>
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Additional English language support: _ hours per week

**PRE-REQUISITE**
SBM3205 Human resource management.

**OTHER RESOURCES REQUIREMENTS**
Students are required to have their own Laptops and Internet Access if away from campus

**SUBJECT WEIGHTING**
- Subject credit points – 6 credit point
- Total course credit points - 144 credit point

**MODES OF DELIVERY**
- E-learning (online)
- Face-to-face on site
- Distance/independent learning (untimetabled)
- Full-Time
- Part-Time

**LEARNING OUTCOMES FOR SUBJECT**
1. Demonstrate a critical understanding of the principles and theories of organisational development in contemporary business settings
2. Demonstrate an understanding of the nature and application of planned change as a means of enhancing organisational performance
3. Identify and explain the internal and external factors that influence process of organisational development and change.
4. Identify and critically assess the strategies organisations employ to affect change and development.
5. Demonstrate an understanding of the role of structure and design in organisational development and change.
6. Describe and discuss the role of education and training in organisational development practice.
7. Emphasize the integration of enterprise systems with inter-organizational partners such as suppliers, and government, etc.
8. Articulate and explore Business Continuity Plans in the context of EA.
9. Compare and contrast the most recent industrial trends in EA and their impact on organizational infrastructure.
10. Characterize the role of audit and compliance standards in EA and predict the role of the CIO in promoting EA.

**ASSESSMENT TASK**

<table>
<thead>
<tr>
<th>TYPE</th>
<th>WHEN ASSESSED – YEAR, SESSION AND WEEK</th>
<th>WEIGHTING</th>
<th>LINKED LEARNING OUTCOME(S)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tutorial quizzes</td>
<td>Four quizzes commencing in week three and continuing every three weeks.</td>
<td>20% (5% for each quiz)</td>
<td>1 - 6</td>
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<tr>
<td>Essay</td>
<td>The essay is required by the end of</td>
<td>30%</td>
<td>2, 4 and 6</td>
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SBM3305- Organisational Development
alternatives to issues or problems.
In this assessment students must write a 2500-word essay on one of the following topics:

- How planned change can lead to improved business performance
- A critical assessment of the strategies business employ in organisational development
- How education and training is used as a tool of organisational development

The precise wording and scope of the essay should be discussed and agreed with the unit coordinator by the end of week three.

**Final examination**
Examinations assess students’ understanding and comprehension of theoretical and practical knowledge presented throughout the unit. The unit’s final examination will be a three-hour closed book exam and will include a series of multiple choice questions and short answer problem solving exercises.

The examination is conducted in week following the final week of lectures.

**PRESCRIBED FOR THE COURSE**

**SELECTED REFERENCES**

**PRINTED MATERIALS**
Extensive lectures notes, case study material and other information will be provided on-line as part of this course.


**WEB SITES**
No single Web site presents all the necessary knowledge that students need to learn and apply. However, opposite are some useful sites to visit.

Online useful sources of references are:
- Australian Institute of Company Directors
- Australian Compliance Institute
- Centre for Organisation Development
- Institute of Organizational Development