

## Unit of Study Guide: BUS 3007 Organisational Development

Trimester-3, 2023

### Overview

This unit provides an in-depth understanding of contemporary issues on organisational development (OD) and change. Decision makers, managers and business practitioners are constantly having to address changes in the organisational landscape. For organisations – businesses, governments and their agencies as well as non-government organisations (NGOs) operating in rapid technological change, competitive global market, diversity in the political, economic and socio-cultural settings, to remain relevant and competitive can be a challenging task. This unit provides a holistic and integrative analysis for organisations to understand the issues that are confronting them. In this context, the critical role OD and Change is timely. OD and Change used a multi-disciplinary behavioural science approach to improve organisational functioning and performance and to increase their capability to change.

<b>Course(s)</b>	Bachelor of Business
<b>Core or Elective</b>	Core
<b>Credit Points</b>	6 for UG units.
<b>Duration</b>	12 weeks (10 teaching weeks; 1 study week; 1 final assessment week)
<b>Level</b>	Undergraduate Introductory
<b>Student Workload</b>	Students should expect to spend approximately <10 hours per week over 12 weeks (totalling approximately 120 hours) [for UG units on learning activities for this unit.
<b>Essential Requirements</b>	Internet Facility, Computer/Laptop, LLN Skills
<b>Mode(s) of Delivery</b>	Face to Face
<b>Pre-Requisites</b>	N/A
<b>Unit Coordinator</b>	Dr. Arvinder K.S. Singh
<b>Contact Information</b>	✉: <a href="mailto:arvinder.singh@apicollege.edu.au">arvinder.singh@apicollege.edu.au</a> ☎: + 61 02 9318 8111 Consultation: Friday: 12:00 pm to 1:00 pm or by appointment

### Unit Learning Outcomes

On successful completion of this units, students will be able to:

ULO1 Understand and apply the principles and theories of organisational development in contemporary business settings.

ULO2 Design and plan an organisational restructure to enhance organisational performance.

- ULO3 Analyse and discuss the internal and external factors that influence the process of organizational development and change.
- ULO4 Critically evaluate approaches to change management and organisational development.
- ULO5 Critique the role of structure and design in organisational development and change.
- ULO6 Taking a macroeconomic perspective, articulate the role of organisational development practice.

## Weekly Schedule

Detailed information for each week's activities can be found in the unit's weekly modules in Canvas.

Week	Topic
Week 1	General Introduction to Organization Development; The Nature of Planned Change; The Organization Development Practitioner
Week 2	Entering and Contracting; Diagnosing; Collecting, Analysing, and Feeding Back Diagnostic Information
Week 3	Designing Interventions; Managing Change, PESTEL & SWOT ANALYSIS.
Week 4	Evaluating and Institutionalizing OD Interventions; Interpersonal and Group Process Approaches
Week 5	Organization Process Approaches; Restructuring Organizations
Week 6	Employee Involvement; Work Design
Week 7	Performance Management; Talent Management
Week 8	Workforce Diversity and Wellness; Transformational Change
Week 9	Continuous Change; Trans-organisational Change
Week 10	Organization Development for Economic, Ecological, and Social Outcomes; Organization Development in Nonindustrial Settings: Health Care, School Systems, the Public Sector, and Family-Owned Businesses
Week 11	Verbal Presentation
Week 12	FINAL ASSESSMENT Submission

## Assessments

1. All assessments are compulsory.
2. To pass the unit students must:
  - achieve a total of 50% or more of marks offered; and
  - pass all individual invigilated assessments; and
  - have attempted all assessments.





Where one or more of these requirements are not met, the Board of Examiners will consider a student's overall progress towards meeting the unit learning outcomes and any special circumstances before reaching a decision.



3. The Board of Examiners may grant a supplementary assessment where a student:
- achieves a total of 45% or more; and
  - has passed all individual invigilated assessments in the unit; and
  - has attempted all assessments; and
  - has a recommendation for supplementary assessment by the Unit Coordinator and the Head of Discipline.

Where one or more of these requirements are not met, the Board of Examiners will consider a student's overall progress towards meeting the unit learning outcomes and any special circumstances before reaching a decision. Attendance and engagement in class will be considered.

4. APIC awards common result grades as set out in the [Award of Grade Policy](#).
5. Detailed information for each assessment can be found on the Unit's Home Page and in the Assessment Brief.

### Assessment Overview

Assessment Task	Type	Weight	Length	Due	ULOs Assessed
<p><b>Assessment 1: Portfolio Report</b></p> <p>This assessment will be submitted in 4 parts.</p> <ol style="list-style-type: none"> <li>1. Portfolio Part A: Business Overview &amp; OD development strategies</li> <li>2. Portfolio Part B: PESTEL and SWOT Analysis</li> <li>3. Portfolio Part C: Challenges and Recommendations</li> <li>4. Portfolio Part D: Change management and Performance evaluation</li> </ol>	<p>Individual</p>  <p>Non-Invigilated</p> 	40%	3000-3500 words	Week 3,5,7 & 10	ULO1 ULO2 ULO3 ULO4 ULO5 ULO6
<p><b>Assessment 2: Debate Essay with Group Presentation</b></p> <p>The group will be submitting the debate Essay with group presentation in the F2F Class on the selected topics.</p>	<p>Group</p>  <p>Invigilated</p> 	40%	1000 words Debate Essay 15 mins (equiv. 1500 words) debate presentation	Week 9	ULO1 ULO2 ULO3 ULO4 ULO5 ULO6

<p><b>Assessment 3: Verbal Presentation</b></p> <p>Students will be presenting in the F2F class using PPT Slides and covering the aspects of Portfolio Report and correlating the discussion by providing examples based on hands on experience and knowledge – including self-reflection.</p>	<p><b>Individual</b></p>  <p><b>Invigilated</b></p> 	<p>20%</p>	<p>10 - 15 mins (equiv. 1000 words)</p>	<p>Week 11</p>	<p>ULO1 ULO2 ULO3 ULO4 ULO5 ULO6</p>
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equiv. – equivalent word count based on the Assessment Load Equivalence Guide. It means this assessment is equivalent to the normally expected time requirement for a written submission containing the specified number of words.

### Course Reserves

Course Reserve includes all required resources and reading material for the unit of study. You can access Course Reserve via [APIC Library](#) or via the Course Reserve link on the unit’s homepage.

### Prescribed text(s):

Cummings, TG & Worley, CG 2018, *Organization development and change*, 11th edn, Cengage Learning, North Ryde.

### Recommended Readings:

Waddell, D, Creed, A, Cummings, TG & Worley, CG 2019, *Organisational Change*, 7<sup>th</sup> edn, Cengage, Learning, Australia.

### Academic Integrity

Ethical conduct and academic integrity and honesty are fundamental to the mission of APIC and academic misconduct will not be tolerated by the College. It is the responsibility of every student to make sure that they understand what constitutes academic misconduct and to refrain from engaging in it. Please refer to APIC’s [Academic Integrity Policy](#) for further details.

## Other Important Information and Links

<p><b>Special consideration</b></p> <p>If your academic work is impacted by significant documented illness, hardship, or other adverse circumstances beyond your control, you may make an application for Special Consideration. Please refer to the <a href="#">Assessment Policy</a> for further details.</p>	<p><b>Late submission</b></p> <p>Penalties apply when work is submitted after the due date without approval. Please refer to the <a href="#">Assessment Policy</a> for information about late submission.</p>
<p><b>Assessment appeals</b></p> <p>If you are concerned about a mark you have received for an assessment or final grade, you may apply to formally appeal the grade. Please see the <a href="#">Assessment Policy</a> for further details.</p>	<p><b>Award of grades</b></p> <p>APIC awards common result grades, set out in the <a href="#">Award of Grade Policy</a>.</p>
<p><b>Expectations of student conduct</b></p> <p>Students are expected to conduct themselves in a manner that is consistent with a safe and respectful study environment. More information can be found in the <a href="#">Student Code of Conduct</a>.</p>	<p><b>Study resources</b></p> <p>APIC Library and Student Learning Support resources and services can be accessed via the <a href="#">Student Lounge</a> or your <a href="#">Dashboard on the OLS (Canvas)</a>.</p>
<p><b>Student Services</b></p> <p>The Student Services team provides administrative support for students and handles enquiries about enrolment, timetables, important dates and submitting forms. More information can be found on the <a href="#">Student Services page on the OLS (Canvas)</a>.</p>	<p><b>Key dates</b></p> <p>Key dates through the academic year, including teaching periods, census, payment deadlines and exams can be found on the <a href="#">Academic Calendar</a> section of the APIC website.</p>

## Changes and Updates to the Unit of Study Guide

This Unit of Study Guide may be updated and amended from time to time. Students will be notified of any changes to the unit via the Online Learning System (Canvas) space for the unit.

This Unit of Study Guide was last modified on **Sep 08, 2023**.