

BUS3007 Organisational Development

Unit Description

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 that OD and Change play is timely. OD and Change used a multi-disciplinary behavioural science approach to improve organisational functioning and performance and to increase capability to change.

Credit Points	6 credit points
Duration	12 weeks (10 teaching weeks and 2 revision and assessment weeks)

Unit Learning Outcomes

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

1. Understand and apply the principles and theories of organisational development in contemporary business settings.
2. Design and plan an organisational restructure to enhance organisational performance.
3. Analyse and discuss the internal and external factors that influence the process of organizational development and change.
4. Critically evaluate approaches to change management and organisational development.
5. Critique the role of structure and design in organisational development and change.
6. Taking a macroeconomic perspective, articulate the role of organisational development practice.