

SBM3305 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 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.

Unit Learning Outcomes (ULOs)

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

[ULO1] Demonstrate an understanding of the principles and theories of organisational development in contemporary business settings.

[ULO2] Demonstrate an understanding of the nature and application of planned change as a means of enhancing organisational performance.

[ULO3] Identify the internal and external factors that influence the process of organizational development and change.

[ULO4] Identify and critically assess the strategies organisations employ to affect change and development.

[ULO5] Demonstrate an understanding of the role of structure and design in organisational development and change.

[ULO6] Describe and discuss the role of education and training in organisational development practice.

Summary

Credit Points	6
Courses	BBUS, BBIS
Total Credit Points	BBUS: 144 credit points, BBIS: 144 credit points
Pre-Requisites	N/A
Co-Requisites	N/A
Other Requirements	N/A
Unit Level	Core (BBUS), Elective (BBIS)
Duration	14 weeks (12 teaching weeks; 1 study week; 1 final assessment week)
Mode of Delivery	On-campus
Assessment	Quiz: 10%; Case study: 40%; Poster: 20%; Examination: 30%
Prescribed Textbook	Cummings, TG & Worley, CG 2018, Organization development and change, 11th edn, Cengage Learning, North Ryde.

Expected student workload	Students should expect to spend approximately 8.5 hours per week over 14 weeks on learning activities for this unit. This includes time spent attending scheduled classes, undertaking private study, preparing assessments, and completing examinations.