

**School / Faculty:** Federation Business School

**Course Title:** FUNDAMENTALS OF ORGANISATIONAL DEVELOPMENT

**Course ID:** BSMAN2011

**Credit Points:** 15.00

**Prerequisite(s):** Nil

**Co-requisite(s):** Nil

**Exclusion(s):** Nil

**ASCED Code:** 080307

**Grading Scheme:** Graded (HD, D, C, etc.)

**Program Level:**

AQF Level of Program						
	5	6	7	8	9	10
<b>Level</b>						
Introductory	■	■	■	■	■	■
Intermediate	■	■	✓	■	■	■
Advanced	■	■	■	■	■	■

**Learning Outcomes:**

**Knowledge:**

- K1.** Recognise the essential components of organisation development planning
- K2.** Discuss organisational structure and who should be involved in organisational development
- K3.** Investigate the relationship between change management techniques and organisational development.
- K4.** Recognise what knowledge is needed to facilitate activities and interventions as part of an organisational development plan.

**Skills:**

- S1.** Identify and solve a range of organisational development problems
- S2.** Demonstrate the application of methods and technologies that address organisational development issues.
- S3.** Communicate an independent analysis and evaluation of organisational development.

**Application of knowledge and skills:**

- A1.** Develop planning, problem solving and decision making processes for organisational development activities
- A2.** Adapt knowledge and skills relevant to organisational development theory, to the workplace

# Course Outline (Higher Education)

## BSMAN2011 FUNDAMENTALS OF ORGANISATIONAL DEVELOPMENT

- A3.** Apply critical thinking and evaluation of theory relevant to organisational development within the modern workplace environment

### Course Content:

This course is designed to introduce students to the principles of organisation development. It will examine the essential components of organisation development plans; organisational structure and who should be involved in organisation development; Change management techniques and relationship to organisation development including: business re-engineering; consultative process; job redesign; organisation redesign; sensitivity training; systems redesign; work re-organisation; consultation and communication strategies to maximise participants in the organisational development process; activities and interventions in the organisational development plan including: action research; brainstorming; career planning; teams and groups; job redesign; transition analysis; and emerging practices and trends that may impact on organisational development.

### Values and Graduate Attributes:

This course will help students to develop values and attributes that will:

#### Values:

- V1.** Display the skills, motivation and confidence to engage in continuous learning and progress their studies in an applied discipline.
- V2.** Be highly valued within an organisation for being committed to organisational development within an organisational environment.
- V3.** Support socially responsible and ethical behaviour in the facilitation of a organizational development strategy within an organisation

#### Graduate Attributes:

FedUni graduate attributes statement. To have graduates with knowledge, skills and competence that enable them to stand out as critical, creative and enquiring learners who are capable, flexible and work ready, and responsible, ethical and engaged citizens.

Attribute	Brief Description	Focus
Knowledge, skills and competence	The study of Fundamentals of Organisational Development with a focus on emerging practices and trends provides students with the skills, motivation and confidence to engage in continuous learning to meet the personal, professional and vocational challenges of an ever changing world;	Medium
Critical, creative and enquiring learners	The study of Fundamentals of Organisational Development aspects of organisational structure and change management and communication contributes to the students confidence, capability, assurance, independence and enterprise to enable them to fulfil their personal and career aspirations;	Low

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BSMAN2011 FUNDAMENTALS OF ORGANISATIONAL DEVELOPMENT

Attribute	Brief Description	Focus
Capable, flexible and work ready	The study of Fundamentals of Organisational Development focus on change management techniques, activities and interventions enables the student to add to the productive capacity of the economy and be in demand and will be attuned to, and engaged with, contemporary social and cultural issues and aspire to make meaningful and helpful contributions to local, national and global communities	High
Responsible, ethical and engaged citizens	The study of Fundamentals of Organisational Development consultation and communication strategies develops the students awareness of generally accepted norms of ethical behaviour and encourages them to act in a socially responsible manner both in the work place and other settings.	High

## Learning Task and Assessment:

Learning Outcomes Assessed	Assessment Task	Assessment Type	Weighting
K1, K2 S1, S2 A1, A2	Demonstrate understanding of organisational development fundamentals, practices and theories.	Case Study / Essay	10-30%
K1, K2, K3, K4 S1, S3 A1, A2	Analyse organisational development plans and report on the strengths and weaknesses of each plan.	Assignment / Case Study / Examination	30-40%
K1, K2, K3, K4 S1, S2, S3 A1, A2, A3	Research and develop an organisational development plan, policy, and procedure and communication strategy related to a current workforce issue.	Presentation / Portfolio	50-60%

## Adopted Reference Style:

APA