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## MODULE DESCRIPTOR

### Module Title

HRM And OD: Theory And Practice

Reference	BS4327	Version	3
Created	March 2019	SCQF Level	SCQF 10
Approved	July 2019	SCQF Points	15
Amended	May 2019	ECTS Points	7.5

### Aims of Module

To provide students with a practical knowledge of the interaction between Organisational Development (OD) and Human Resource Management (HRM) in organisations.

### Learning Outcomes for Module

On completion of this module, students are expected to be able to:

- 1 Understand theories and models of OD and apply them in a practical context.
- 2 Evaluate appropriate methods of organisational development and the implications these have for the management of change in organisations.
- 3 Explain the role of the HR functions in relation to OD practice.
- 4 Evaluate the roles of organisational design and leadership in the facilitation of OD.

### Indicative Module Content

The nature and scope of OD; Five core theoretical bases of OD; The OD cycle; The OD practitioner; HR in relation to OD; organisational design; culture change; managing transformational change; developing effective leadership; OD methods and practice

### Module Delivery

The module is delivered by workshops, seminars, interactive group work, case study tutorials and directed self-study.

### Indicative Student Workload

	Full Time	Part Time
Contact Hours	36	N/A
Non-Contact Hours	114	N/A
Placement/Work-Based Learning Experience [Notional] Hours	N/A	N/A
TOTAL	150	N/A
<i>Actual Placement hours for professional, statutory or regulatory body</i>		

**ASSESSMENT PLAN**

*If a major/minor model is used and box is ticked, % weightings below are indicative only.*

**Component 1**

Type: Coursework Weighting: 40% Outcomes Assessed: 1  
 Description: Poster presentation

**Component 2**

Type: Coursework Weighting: 60% Outcomes Assessed: 2, 3, 4  
 Description: Case study which requires a written report

**MODULE PERFORMANCE DESCRIPTOR****Explanatory Text**

The module is assessed by two components.

Module Grade	Minimum Requirements to achieve Module Grade:
<b>A</b>	At least 70% on weighted aggregate and at least 35% in each component.
<b>B</b>	At least 60% on weighted aggregate and at least 35% in each component.
<b>C</b>	At least 50% on weighted aggregate and at least 35% in each component.
<b>D</b>	At least 40% on weighted aggregate and at least 35% in each component.
<b>E</b>	At least 35% on weighted aggregate.
<b>F</b>	Less than 35% on weighted aggregate.
<b>NS</b>	Non-submission of work by published deadline or non-attendance for examination

**Module Requirements**

Prerequisites for Module	None.
Corequisites for module	None.
Precluded Modules	None.

**INDICATIVE BIBLIOGRAPHY**

- 1 Beevers, K. and Rea, A. and Hayden, (2020) Learning and Development Practice in the Workplace. 3rd ed. London: Chartered Institute of personnel and Development
- 2 Mankin, D. (2009) Human Resource Development. Oxford: Oxford University
- 3 McGuire, D. (2014) Human Resource Development. 2nd ed. London: Sage