ROBERT GORDON UNIVERSITY ABERDEEN

This Version is No Longer Current
The latest version of this module is available

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

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
Actual Placement hours for professional, statutory or regulatory body		

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:
A	At least 70% on weighted aggregate and at least 35% in each component.
B	At least 60% on weighted aggregate and at least 35% in each component.
C	At least 50% on weighted aggregate and at least 35% in each component.
D	At least 40% on weighted aggregate and at least 35% in each component.
E	At least 35% on weighted aggregate.
F	Less than 35% on weighted aggregate.
NS	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