MODULE DESCRIPTOR

Module Title

People Management & Organisational Development

Reference	BSM154	Version	4
Created	August 2021	SCQF Level	SCQF 11
Approved	May 2017	SCQF Points	15
Amended	August 2021	ECTS Points	7.5

Aims of Module

To provide learners with the skills to conduct and critically analyse organisational development, including its consequences on human resources management.

Learning Outcomes for Module

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

1	Critically appraise drivers and barriers to organisational development.
2	Critically evaluate the theories and models applicable to organisational development, and more generally to change management, and apply them to a practical context.
3	Critically analyse strategies to adopt to involve stakeholders in an organisational development process.
4	Critically assess the impact organisational development has on the management of human resources.

Indicative Module Content

The module investigates the forces driving organisational development. Core approaches and tools will be reviewed as well as the need for various categories of stakeholders to be involved and led through the evolution of an organisation. The links between organisational development and supporting human resources practices will be critically assessed. Throughout the module, the relevant theoretical principles and models of change management, HRM and organisational behaviour will be considered and applied in a practical management context using case studies and real life examples.

Module Delivery

Taught Mode (T) This module is delivered through a series of interactive teaching sessions with an emphasis on group activities. Case studies will be used all along the module. Distance Learning Mode (DL) This module is delivered by self directed learning from web-based learning materials, facilitated by group activities, case studies and on-line support. Blended Learning Mode. For some programmes, this module may also be delivered by blended learning (face to face workshops supported by distance learning).

Indicative Student Workload

		Full Time	Part Time
Contact Hours		30	30
Non-Contact Hours		120	120
Placement/Work-Based Learning Experience [Notional] Hours		N/A	N/A
TOTAL		150	150
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:	100%	Outcomes Assessed:	1, 2, 3, 4
Description:	This module is assessed by portfolio coursework including reflection on contribution to module activities and learning				

MODULE PERFORMANCE DESCRIPTOR

Explanatory Text

Component 1 comprises 100% of the module grade. To pass the module, a D grade is required.

Module Grade	Minimum Requirements to achieve Module Grade:
A	A
B	B
C	C
D	D
E	E
F	F
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	Links to an electronic version of the essential readings will be provided on each topic. Different textbooks, amongst the following list, will be used depending on the topics.
2	BURNES, B., 2017. *Managing change*. 7th ed. Harlow: FT Prentice?Hall.
3	HAYES, J. 2018. *The theory and practice of change management*. 5th ed. Basingstoke: Palgrave Macmillan.
4	MULLINS, L., 2016. *Management and organisational behaviour.* 11th ed. Harlow: Pearson Education. *ebook*