



MODULE SPECIFICATION

Part 1: Information			
Module Title	Work Design, Organisational Change and Organisational Development		
Module Code	USPK7W-15-M	Level	Level 7
For implementation from	2020-21		
UWE Credit Rating	15	ECTS Credit Rating	7.5
Faculty	Faculty of Health & Applied Sciences	Field	Psychology
Department	HAS Dept of Health & Social Sciences		
Module type:	Standard		
Pre-requisites	None		
Excluded Combinations	None		
Co- requisites	None		
Module Entry requirements	None		

Part 2: Description
<p>Overview: This module seeks to widen out the perspective and context of OP to take into account not only business perspectives on Organizations but also the impact of globalisation. It will range over the design of working environments and consideration of risk management through to Organizational change and development strategies. It offers the opportunity for students to critically engage with more contemporary themes such as economic and consumer psychology.</p> <p>Educational Aims: See Learning Outcomes.</p> <p>Outline Syllabus: Indicative content:</p> <ul style="list-style-type: none"> Organizational structures Organizational climate and culture Organizational design and environments Person-environment fit, onboarding and psychological contract Work and Job design

STUDENT AND ACADEMIC SERVICES

Organizational change and development

Organizational Communication

Workplace Safety and Risk Management

Consumer and Customer Focused Organizations

The Future of Work and Organizations

Teaching and Learning Methods: Students will typically have ten online sessions scheduled, supported by additional self-directed study. In addition, they will have two face to face days to engage in workshop activities to support the online sessions and additional study. Students will be expected to attend scheduled timetabled sessions – these will be via online delivery. They will also be expected to engage in further reading and group based online discussions as well as independent study. There will be approximately 150 hours of learning.

Scheduled learning: includes online lectures, and core reading (20 hours). There will also be face to face workshops and scheduled online group discussions (16 hours). Independent learning: includes hours engaged with core reading and asynchronous online discussions (64 hours) as well as assignment preparation and completion (50 hours).

Virtual Learning: This module will be supported by a range of online learning environments, such as Blackboard where a wide range of course materials will be available. Students will be expected to access and engage with these materials throughout the module. Discussion boards will be enabled for student use and facilitated/moderated by the module leader.

Part 3: Assessment

Two components of summative assessment are used.

Online Exam (24 hour window for submission):

The first component is an online exam. There will be a number of questions to choose from and they have to answer one. This will provide a range of options for the students in terms of showcasing their knowledge in an exam setting. This assessment is designed to assess students' understanding of work design, Organizational change and development. This will also assess their ability to draw from evidence and construct an argument.

Case study portfolio and presentation:

Organizational change/design case study will be written and discussed as a group. Students will have to decide on the design and models to utilise from their knowledge of OD/OC as a topic. They will need to think through issues such as risk management and the psychological contract. They will then give a presentation at the end of the case study review and marked on their approach taken, as well as provided output in the form of a written report. The presentation can be given either virtually or as part of a face to face activity. This assessment is designed to evaluate students' key transferrable skills, in terms of analysis of organizational based information and evaluation from a psychological perspective. Furthermore, the assessment has been designed to emulate key consultancy skills within this domain.

First Sit Components	Final Assessment	Element weighting	Description
Examination (Online) - Component A	✓	50 %	Online Exam (24 hours)
Case Study - Component B		50 %	Case study portfolio and presentation

STUDENT AND ACADEMIC SERVICES

Resit Components	Final Assessment	Element weighting	Description
Examination (Online) - Component A	✓	50 %	Online Exam (24 hours)
Case Study - Component B		50 %	Case study portfolio and presentation

Part 4: Teaching and Learning Methods																	
Learning Outcomes	<p>On successful completion of this module students will achieve the following learning outcomes:</p> <table border="1"> <thead> <tr> <th>Module Learning Outcomes</th> <th>Reference</th> </tr> </thead> <tbody> <tr> <td>Understand the perspective and context of occupational psychology.</td> <td>MO1</td> </tr> <tr> <td>Critically evaluate the theories around Organizational change and development.</td> <td>MO2</td> </tr> <tr> <td>Evaluate work design concepts.</td> <td>MO3</td> </tr> <tr> <td>Understand the impact of work environments on employees.</td> <td>MO4</td> </tr> <tr> <td>Understand the business perspective on Organizations and the impact of globalisation.</td> <td>MO5</td> </tr> </tbody> </table>	Module Learning Outcomes	Reference	Understand the perspective and context of occupational psychology.	MO1	Critically evaluate the theories around Organizational change and development.	MO2	Evaluate work design concepts.	MO3	Understand the impact of work environments on employees.	MO4	Understand the business perspective on Organizations and the impact of globalisation.	MO5				
Module Learning Outcomes	Reference																
Understand the perspective and context of occupational psychology.	MO1																
Critically evaluate the theories around Organizational change and development.	MO2																
Evaluate work design concepts.	MO3																
Understand the impact of work environments on employees.	MO4																
Understand the business perspective on Organizations and the impact of globalisation.	MO5																
Contact Hours	<table border="1"> <thead> <tr> <th colspan="2">Independent Study Hours:</th> </tr> </thead> <tbody> <tr> <td>Independent study/self-guided study</td> <td>117</td> </tr> <tr> <td>Total Independent Study Hours:</td> <td>117</td> </tr> <tr> <th colspan="2">Scheduled Learning and Teaching Hours:</th> </tr> <tr> <td>Face-to-face learning</td> <td>33</td> </tr> <tr> <td>Total Scheduled Learning and Teaching Hours:</td> <td>33</td> </tr> <tr> <td>Hours to be allocated</td> <td>150</td> </tr> <tr> <td>Allocated Hours</td> <td>150</td> </tr> </tbody> </table>	Independent Study Hours:		Independent study/self-guided study	117	Total Independent Study Hours:	117	Scheduled Learning and Teaching Hours:		Face-to-face learning	33	Total Scheduled Learning and Teaching Hours:	33	Hours to be allocated	150	Allocated Hours	150
Independent Study Hours:																	
Independent study/self-guided study	117																
Total Independent Study Hours:	117																
Scheduled Learning and Teaching Hours:																	
Face-to-face learning	33																
Total Scheduled Learning and Teaching Hours:	33																
Hours to be allocated	150																
Allocated Hours	150																
Reading List	<p>The reading list for this module can be accessed via the following link:</p> <p>https://uwe.rl.talis.com/modules/uspk7w-15-m.html</p>																

Part 5: Contributes Towards
This module contributes towards the following programmes of study: