



## **Module Specification**

# Work Design, Organisational Change and Organisational Development

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## Part 1: Information

**Module title:** Work Design, Organisational Change and Organisational Development

**Module code:** USPK7W-15-M

**Level:** Level 7

**For implementation from:** 2023-24

**UWE credit rating:** 15

**ECTS credit rating:** 7.5

**Faculty:** Faculty of Health & Applied Sciences

**Department:** HAS Dept of Social Sciences

**Partner institutions:** None

**Field:** Psychology

**Module type:** Module

**Pre-requisites:** None

**Excluded combinations:** None

**Co-requisites:** None

**Continuing professional development:** No

**Professional, statutory or regulatory body requirements:** None

## Part 2: Description

**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.

**Features:** Not applicable

**Educational aims:** See Learning Outcomes.

**Outline syllabus:** Indicative content:

Organizational structures

Organizational climate and culture

Organizational design and environments

Person-environment fit, onboarding and psychological contract

Work and Job design

Organizational change and development

Organizational Communication

Workplace Safety and Risk Management

Consumer and Customer Focused Organizations

The Future of Work and Organizations

### **Part 3: Teaching and learning methods**

**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.

**Module Learning outcomes:** On successful completion of this module students will achieve the following learning outcomes.

**MO1** Understand the perspective and context of occupational psychology.

**MO2** Critically evaluate the theories around Organizational change and development.

**MO3** Evaluate work design concepts.

**MO4** Understand the impact of work environments on employees.

**MO5** Understand the business perspective on Organizations and the impact of globalisation.

**Hours to be allocated:** 150

**Contact hours:**

Independent study/self-guided study = 117 hours

Face-to-face learning = 33 hours

Total = 150

**Reading list:** The reading list for this module can be accessed at [readinglists.uwe.ac.uk](https://uwe.rl.talis.com/modules/uspk7w-15-m.html) via the following link <https://uwe.rl.talis.com/modules/uspk7w-15-m.html>

## Part 4: Assessment

**Assessment strategy:** Two parts of summative assessment are used.

Online Exam (24 hour window for submission):

The first part 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.

### Assessment tasks:

#### Examination (Online) (First Sit)

Description: Online Exam (24 hours)

Weighting: 50 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO5

#### Case Study (First Sit)

Description: Case study portfolio and presentation

Weighting: 50 %

Final assessment: No

Group work: No

Learning outcomes tested: MO3, MO4

**Examination (Online) (Resit)**

Description: Online Exam (24 hours)

Weighting: 50 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO5

**Case Study (Resit)**

Description: Case study portfolio and presentation

Weighting: 50 %

Final assessment: No

Group work: No

Learning outcomes tested: MO3, MO4

**Part 5: Contributes towards**

This module contributes towards the following programmes of study:

Occupational Psychology [Frenchay] MSc 2023-24

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