


## MODULE SPECIFICATION

Part 1: Basic Data					
Module Title	Work Design, Organizational Change and Organizational Development				
Module Code	USPK7W-15-M	Level	M	Version	1.1
UWE Credit Rating	15	ECTS Credit Rating	7.5	WBL module?	No
Owning Faculty	Health and Applied Sciences	Field	Psychology		
Department	Health and Social Sciences	Module Type	Standard		
Contributes towards	MSc Occupational Psychology				
Pre-requisites	N/A		Co- requisites	N/A	
Excluded Combinations	N/A		Module Entry requirements	NA	
Valid From	September 2015		Valid to	September 2021	

<b>CAP Approval Date</b>	
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Part 2: Learning and Teaching	
Learning Outcomes	<p>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>On successful completion of this module students will be able to:</p> <ul style="list-style-type: none"> <li>• Understand the perspective and context of occupational psychology. Component A</li> <li>• Critically evaluate the theories around Organizational change and development. Component A</li> <li>• Evaluate work design concepts. Component B</li> <li>• Understand the impact of work environments on employees. Component B</li> <li>• Understand the business perspective on Organizations and the impact of globalisation. Component A</li> </ul>
Syllabus Outline	<p>Indicative content:</p> <ol style="list-style-type: none"> <li>1. Organizational structures</li> <li>2. Organizational climate and culture</li> <li>3. Organizational design and environments</li> <li>4. Person-environment fit, onboarding and psychological contract</li> <li>5. Work &amp; Job design</li> <li>6. Organizational change and development</li> <li>7. Organizational Communication</li> <li>8. Workplace Safety &amp; Risk Management</li> <li>9. Consumer and Customer Focused Organizations</li> <li>10. The Future of Work and Organizations</li> </ol>

Contact Hours	<p>Students will typically have ten online sessions scheduled, supported by additional self-directed study.</p> <p>In addition, they will have two face to face days to engage in workshop activities to support the online sessions and additional study.</p>																																			
Teaching and Learning Methods	<p>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.</p> <p><b>Scheduled learning:</b> includes online lectures, and core reading (20 hours). There will also be face to face workshops and scheduled online group discussions (16 hours).</p> <p><b>Independent learning:</b> includes hours engaged with core reading and asynchronous online discussions (64 hours) as well as assignment preparation and completion (50 hours).</p> <p><b>Virtual Learning:</b> 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.</p>																																			
Key Information Sets Information	<table border="1" data-bbox="459 831 1369 1218"> <thead> <tr> <th colspan="5">Key Information Set - Module data</th> </tr> <tr> <td colspan="5"><i>Number of credits for this module</i></td> </tr> </thead> <tbody> <tr> <td colspan="4"></td> <td style="text-align: center;">15</td> </tr> <tr> <th>Hours to be allocated</th> <th>Scheduled learning and teaching study hours</th> <th>Independent study hours</th> <th>Placement study hours</th> <th>Allocated Hours</th> </tr> <tr> <td style="text-align: center;">150</td> <td style="text-align: center;">36</td> <td style="text-align: center;">114</td> <td style="text-align: center;">0</td> <td style="text-align: center;">150</td> </tr> </tbody> </table> <p style="text-align: right;"></p> <p>The table below indicates as a percentage the total assessment of the module which constitutes a -</p> <p><b>Written Exam:</b> Unseen written exam  <b>Coursework:</b> Group based review of case study</p> <table border="1" data-bbox="571 1435 1262 1675"> <thead> <tr> <th colspan="2">Total assessment of the module:</th> </tr> </thead> <tbody> <tr> <td>Written exam assessment percentage</td> <td style="text-align: center;">50%</td> </tr> <tr> <td>Coursework assessment percentage</td> <td style="text-align: center;">50%</td> </tr> <tr> <td>Practical exam assessment percentage</td> <td style="text-align: center;">0%</td> </tr> <tr> <td colspan="2" style="text-align: right;">100%</td> </tr> </tbody> </table>	Key Information Set - Module data					<i>Number of credits for this module</i>									15	Hours to be allocated	Scheduled learning and teaching study hours	Independent study hours	Placement study hours	Allocated Hours	150	36	114	0	150	Total assessment of the module:		Written exam assessment percentage	50%	Coursework assessment percentage	50%	Practical exam assessment percentage	0%	100%	
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Reading Strategy	<p>All students will be encouraged to make full use of the print and electronic resources available to them through membership of the University. These include a wide range of electronic journals and a wide variety of resources available through web sites and information gateways. The University Library's web pages provide access to subject relevant resources and services, and to the library catalogue. Many resources can be accessed remotely. Students will be presented with opportunities within the curriculum to develop their information retrieval and evaluation skills in order to identify such resources effectively.</p> <p>Any essential reading will be indicated clearly, along with the method for accessing it, e.g. students may be expected to purchase a set text, be given or sold a print study</p>																																			

	<p>pack or be referred to texts that are available electronically, etc. This guidance will be available either in the module handbook, via the module information on Blackboard or through any other vehicle deemed appropriate by the module/programme leaders.</p> <p>If further reading is expected, this will be indicated clearly. If specific texts are listed, a clear indication will be given regarding how to access them and, if appropriate, students will be given guidance on how to identify relevant sources for themselves, e.g. through use of bibliographical databases.</p>
Indicative Reading List	<p>The most current edition of the following titles.</p> <p>Ehrhart, M.G., Schneider, B. &amp; Macey, W.H. (2014). <i>Organizational Climate and Culture: An Introduction to Theory, Research, and Practice</i>. New York :Routledge</p> <p>Leonard, H.S. (2013). <i>The Wiley-Blackwell handbook of the psychology of leadership, change, and organizational development</i>, Chichester: Wiley-Blackwell</p> <p>Nieuwenhuis, M., Knight, C., Postmes, T. &amp; Haslam, S.A. (2014), The relative benefits of green versus lean office space: three field experiments, <i>Journal of Experimental Psychology. Applied</i>, 20(3), 199-214.</p> <p>Schneider, B. &amp; Barbera, K.M. (2014). <i>The Oxford handbook of organizational climate and culture</i>, Oxford: Oxford University Press.</p> <p>Thomas, D. Fitzsimmonds, S. Ravlin, E. Au, K. Ekelund, B. Barzantny, C. (2010). Psychological contracts across cultures. <i>Organisation Studies</i>, 31, 1437-1458.</p>

<b>Part 3: Assessment</b>	
Assessment Strategy	<p>Two components of summative assessment are used.</p> <ol style="list-style-type: none"> <li>1. <b>Exam (1 hour):</b> the first component is an exam that students must complete unseen. 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 and will guard against plagiarism due to examination conditions being met. 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.</li> <li>2. <b>Case study portfolio and presentation:</b> 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.</li> </ol>

Identify final assessment component and element		
% weighting between components A and B (Standard modules only)	<b>A:</b>	<b>B:</b>
	<b>50%</b>	<b>50%</b>
<b>First Sit</b>		
<b>Component A</b> (controlled conditions) <b>Description of each element</b>	<b>Element weighting</b> <b>(as % of component)</b>	
1. Exam (1 hour)	100%	
<b>Component B</b> <b>Description of each element</b>	<b>Element weighting</b> <b>(as % of component)</b>	
1. Case study portfolio and presentation	100%	

<b>Resit (further attendance at taught classes is not required)</b>		
<b>Component A</b> (controlled conditions) <b>Description of each element</b>	<b>Element weighting</b> <b>(as % of component)</b>	
1. Exam (1 hour)	100%	
<b>Component B</b> <b>Description of each element</b>	<b>Element weighting</b> <b>(as % of component)</b>	
1. Case study portfolio and presentation	100%	
<p>If a student is permitted a retake of the module under the University Regulations and Procedures, the assessment will be that indicated by the Module Description at the time that retake commences.</p>		