PSYB8965

Organisational Change and Development

Session 2, Special circumstance 2020

Department of Psychology

Contents

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Notice

As part of Phase 3 of our return to campus plan, most units will now run tutorials, seminars and other small group learning activities on campus for the second half-year, while keeping an online version available for those students unable to return or those who choose to continue their studies online.

To check the availability of face-to-face and online activities for your unit, please go to timetable viewer. To check detailed information on unit assessments visit your unit's iLearn space or consult your unit convenor.

General Information

Unit convenor and teaching staff
Mel Taylor
mel.taylor@mq.edu.au

Credit points
10

Prerequisites
Admission to GradCertBusPsy or GradDipBusPsy

Corequisites

Co-badged status

Unit description
This unit is designed to enable students to acquire the knowledge necessary to identify the need for organisational change, establish the principles of organisational change from an organisational psychological perspective, and evaluate the outcomes of organisational change, particularly in terms of the psychological demands on workers. Students will be introduced to survey design and development to meet a range of purposes and will learn about the practical aspects of survey administration.

Important Academic Dates

Information about important academic dates including deadlines for withdrawing from units are available at https://www.mq.edu.au/study/calendar-of-dates

Learning Outcomes

On successful completion of this unit, you will be able to:

ULO1: Describe and apply theories and models of change management and organisational development

ULO2: Identify and compare evidence-based individual, group, and organisational-wide approaches to organisational change/development interventions

ULO3: Apply a basic level of competence in diagnosing, planning, implementing, and evaluating an organisational change/development intervention

ULO4: Demonstrate a basic level of interpersonal skills that enable effective oral and written communication with organisational clients throughout a change/development process

ULO5: Demonstrate an understanding of the considerations required when designing, administering, and reporting surveys in an organisational setting, including ethical issues.

Assessment Tasks

Name	Weighting	Hurdle	Due
Culture change case Study	60%	No	21/09/20
Using surveys in organisational settings	40%	No	26/10/20

Culture change case Study

Assessment Type [1]: Case study/analysis
Indicative Time on Task [2]: 65 hours
Due: **21/09/20**
Weighting: **60%**

In this case study analysis of 2500 words, students are required to link culture and culture change theories with organisational development interventions in a real business situation. It highlights the practical and theoretical issues involved in identifying cultural challenges and designing and implementing a culture change intervention.

On successful completion you will be able to:

- Describe and apply theories and models of change management and organisational development
- Identify and compare evidence-based individual, group, and organisational-wide approaches to organisational change/development interventions
- Apply a basic level of competence in diagnosing, planning, implementing, and evaluating an organisational change/development intervention
- Demonstrate a basic level of interpersonal skills that enable effective oral and written communication with organisational clients throughout a change/development process

Using surveys in organisational settings

Assessment Type [1]: Simulation/role play
Indicative Time on Task [2]: 40 hours
Due: **26/10/20**
Weighting: **40%**

Students are required to respond to a series of 5 short answer questions of 500 words each, in relation to a hypothetical organisational change scenario.

On successful completion you will be able to:

- Apply a basic level of competence in diagnosing, planning, implementing, and evaluating an organisational change/development intervention
- Demonstrate an understanding of the considerations required when designing, administering, and reporting surveys in an organisational setting, including ethical issues.

[1] If you need help with your assignment, please contact:

- the academic teaching staff in your unit for guidance in understanding or completing this type of assessment
- the Writing Centre for academic skills support.

[2] Indicative time-on-task is an estimate of the time required for completion of the assessment task and is subject to individual variation

Delivery and Resources

This unit is delivered as three full-day workshops.

iLearn will be used to post all pre-work, resources, lesson recordings and assessment information relating to this Unit. Further information regarding this unit will be available via a Unit Outline posted in iLearn.

Policies and Procedures

Macquarie University policies and procedures are accessible from Policy Central (https://staff.mq.edu.au/work/strategy-planning-and-governance/university-policies-and-procedures/policy-central). Students should be aware of the following policies in particular with regard to Learning and Teaching:

- Academic Appeals Policy
- Academic Integrity Policy
- Academic Progression Policy
- Assessment Policy
- Fitness to Practice Procedure
- Grade Appeal Policy
- Complaint Management Procedure for Students and Members of the Public
- Special Consideration Policy *(**Note:** The Special Consideration Policy is effective from 4 December 2017 and replaces the Disruption to Studies Policy.)*

Students seeking more policy resources can visit the Student Policy Gateway (https://students.mq.edu.au/support/study/student-policy-gateway). It is your one-stop-shop for the key policies you need to know about throughout your undergraduate student journey.

If you would like to see all the policies relevant to Learning and Teaching visit Policy Central (http

s://staff.mq.edu.au/work/strategy-planning-and-governance/university-policies-and-procedures/policy-central).

Student Code of Conduct

Macquarie University students have a responsibility to be familiar with the Student Code of Conduct: https://students.mq.edu.au/study/getting-started/student-conduct

Results

Results published on platform other than eStudent, (eg. iLearn, Coursera etc.) or released directly by your Unit Convenor, are not confirmed as they are subject to final approval by the University. Once approved, final results will be sent to your student email address and will be made available in eStudent. For more information visit ask.mq.edu.au or if you are a Global MBA student contact globalmba.support@mq.edu.au

Student Support

Macquarie University provides a range of support services for students. For details, visit http://students.mq.edu.au/support/

Learning Skills

Learning Skills (mq.edu.au/learningskills) provides academic writing resources and study strategies to help you improve your marks and take control of your study.

- Getting help with your assignment
- Workshops
- StudyWise
- Academic Integrity Module

The Library provides online and face to face support to help you find and use relevant information resources.

- Subject and Research Guides
- Ask a Librarian

Student Services and Support

Students with a disability are encouraged to contact the Disability Service who can provide appropriate help with any issues that arise during their studies.

Student Enquiries

For all student enquiries, visit Student Connect at ask.mq.edu.au

If you are a Global MBA student contact globalmba.support@mq.edu.au

IT Help

For help with University computer systems and technology, visit http://www.mq.edu.au/about_us/offices_and_units/information_technology/help/.

When using the University's IT, you must adhere to the Acceptable Use of IT Resources Policy. The policy applies to all who connect to the MQ network including students.