



PSYO8915

Organisational Change and Development

Session 2, Special circumstances 2021

Archive (Pre-2022) - Department of Psychology

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Session 2 Learning and Teaching Update

The decision has been made to conduct study online for the remainder of Session 2 for all units WITHOUT mandatory on-campus learning activities. Exams for Session 2 will also be online where possible to do so.

This is due to the extension of the lockdown orders and to provide certainty around arrangements for the remainder of Session 2. We hope to return to campus beyond Session 2 as soon as it is safe and appropriate to do so.

Some classes/teaching activities cannot be moved online and must be taught on campus. You should already know if you are in one of these classes/teaching activities and your unit convenor will provide you with more information via iLearn. If you want to confirm, see the list of [units with mandatory on-campus classes/teaching activities](#).

Visit the [MQ COVID-19 information page](#) for more detail.

General Information

Unit convenor and teaching staff

Professor

Mark Wiggins

mark.wiggins@mq.edu.au

4 First Walk, Room 529

By Appointment

Deanna Paullin

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By Appointment

Credit points

10

Prerequisites

Admission to MOrgPsych

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 competence in diagnosing, planning, implementing, and evaluating an organisational change/development intervention

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

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

General Assessment Information

Late Submissions: Late submissions, without an approved extension, will receive a 5% per day penalty including weekends and public holidays. If you submit the assessment task 10 days or more beyond the due date, you will be awarded a maximum of 50% of the overall assessment marks. No further submissions will be accepted after the marked assignments are returned and feedback is released to students. All extensions need to be formally requested via ask.mq.edu.au in line with the special consideration policy. A Word Count Penalty 5% of the possible mark will be deducted per 100 words over the word limit for written assessment tasks. An additional 99 words beyond the limit can be written.

Supplementary Assessment Tasks: Supplementary assessment tasks will only be provided following an approved Special Consideration application, and only when appropriate. Supplementary assessment tasks, including supplementary exams, can be in a different format to the original assessment task.

Assessment Tasks

| Name | Weighting | Hurdle | Due |
|--|-----------|--------|----------|
| Diagnosis in Organisational Settings | 40% | No | 28/08/21 |
| Culture change case Study | 60% | No | 11/10/21 |

Diagnosis in Organisational Settings

Assessment Type ¹: Case study/analysis

Indicative Time on Task ²: 40 hours

Due: **28/08/21**

Weighting: **40%**

Students are required to respond to a series of cases that describe hypothetical organisational change scenarios and form initial diagnoses, indicate the sources of relevant information, and formulate case analyses.

On successful completion you will be able to:

- Describe and apply theories and models of change management and organisational development.
- Apply competence in diagnosing, planning, implementing, and evaluating an organisational change/development intervention
- Demonstrate an advanced understanding of the application of skills required when designing, administering, and reporting surveys in an organisational setting, including ethical issues.

Culture change case Study

Assessment Type ¹: Case study/analysis

Indicative Time on Task ²: 65 hours

Due: **11/10/21**

Weighting: **60%**

In this case study analysis , 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 in 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 competence in diagnosing, planning, implementing, and evaluating an organisational change/development intervention
- Demonstrate specialised application of interpersonal skills that enable effective oral and written communication with organisational clients throughout a change/development process

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 [Learning Skills Unit](#) 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

ACTIVITY SCHEDULE

| Workshops | Due Date | Components |
|------------|---|--|
| Workshop 1 | Friday August 13, 10.00am - 3.00pm (Online if Required) | <ul style="list-style-type: none">• Organisational Transformation and Change |
| Workshop 2 | Friday September 10th, 10.00am - 3.00pm (Online if Required) | <ul style="list-style-type: none">• Organisational Culture and Climate |
| Workshop 3 | Friday October 8th, 10.00am - 3.00pm (Online if Required) | <ul style="list-style-type: none">• Organisational Analysis and Development |

Policies and Procedures

Macquarie University policies and procedures are accessible from [Policy Central \(https://policies.mq.edu.au\)](https://policies.mq.edu.au). 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](#)

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

To find other policies relating to Teaching and Learning, visit [Policy Central \(https://policies.mq.edu.au\)](https://policies.mq.edu.au) and use the [search tool](#).

Student Code of Conduct

Macquarie University students have a responsibility to be familiar with the Student Code of

Conduct: <https://students.mq.edu.au/admin/other-resources/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 Enquiry Service

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

Equity 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.

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.