

Organisational Design and Analysis

Module Code:	HRM5014-B
Academic Year:	2018-19
Credit Rating:	20
School:	School of Management
Subject Area:	Human Resource Management
FHEQ Level:	FHEQ Level 5
Module Leader:	Dr Simon Kelly

Additional Tutors:

Pre-requisites:

Co-requisites:

Contact Hours

Type	Hours
Lectures	24
Tutorials	12
Directed Study	164

Availability Periods

Occurrence	Location/Period
ONA	College of Banking and Financial Studies, Oman / Semester 2 (Feb -
BDA	University of Bradford / Semester 2 (Feb - May)

Module Aims

To develop a complex understanding of the nature of organisation and organisational practices in terms of analysis, design and development.

To identify and evaluate conceptual foundations of organisational analysis and performance across a wide range of theoretical perspectives and organisational contexts.

To introduce and develop an appreciation for the design factors needed to achieve efficient and effective organisational performance.

Outline Syllabus

1. Approaches to studying organisations.
2. Organisational types.
3. Organisational structures.
4. Organisational size and life cycle.
5. Assessing organisational performance.
6. Effective Learning Service coursework guidance.
7. Organisational decision making and ethics.
8. Organisation and culture.
9. Organisation and power.
10. Organising space and technology.
11. Organising gender and sexuality.

Module Learning Outcomes

On successful completion of this module, students will be able to...

- 1
 - 1a) Understand key concepts, theories and findings from the academic fields of organisational design and analysis.
 - 1b) Demonstrate a knowledge and appreciation of their applications in real life organisational situations.
- 2
 - 2a) Identify a range of organisational design and analysis issues and problems using real life examples and case studies.
 - 2b) Assess and diagnose organisational design and analysis problems drawing on relevant academic theory and research.
 - 2c) Recognise and articulate the practical implications of key theoretical and empirical developments in the fields of organisational design and analysis.
- 3
 - 3a) Present a coherent argument in writing and orally.
 - 3b) Judge between various forms of evidence and express the differences between them.
 - 3c) Express in writing and orally the skills required to address situations involving analysing, managing and evaluating change in organisations.

Learning, Teaching and Assessment Strategy

Lectures will be 1 hour per week and explore concepts, principles and theories in the nominated fields and will provide students with information required to enhance critical understanding of research and theory in organisational analysis, design and associated fields of study (LO 1a, 1b, 2a, 2b, 2c).

Lectures will be supported by a range of student-led activities in seminars 2 hours per week, giving students opportunities to develop skills of analysis through case studies and videos, to practise discipline skills in group exercises and role-plays, and undertake self-assessment of and reflection on group and individual skills and capabilities (LO: 1b, 2a, 2b, 2c, 3a, 3b, 3c).

Seminars will aid the development of skills of evaluation and assessment within the field of organisational analysis and design and the arena of people management (LO: 1a, 1b, 2a, 2b, 2c, 3a, 3b, 3c). Oral and informal feedback will be given as part of seminars (LO 3a, 3b).

Directed study will encourage students to extend the understanding of research, theory and

practice of analysis and design of organisations as well as the application of and implications for people management problems and challenges (LO 1a, 1b, 2a, 2b, 2c, 3a, 3b, 3c). Assessment is in the form of two coursework assignments - one individual and one group. (LO:1a, 1b, 2a, 2b, 2c, 3a, 3b, 3c)

Mode of Assessment

Type	Method	Description	Length	Weighting	Final Assess'
Summative	Coursework	Group assignment	-2000 words	30%	No
Summative	Coursework	Individual assignment	-2000 words	70%	Yes

Legacy Code (if applicable)

MAN0801M

Reading List

To view Reading List, please go to [rebus:list](#).