

University of Pretoria Yearbook 2016

Organisational development 783 (MHB 783)

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| Qualification | Postgraduate |
| Faculty | Faculty of Economic and Management Sciences |
| Module credits | 12.00 |
| Programmes | BComHons Human Resources Management |
| Prerequisites | No prerequisites. |
| Contact time | 1 lecture per week |
| Language of tuition | English |
| Academic organisation | Human Resource Management |
| Period of presentation | Semester 2 |

Module content

- The nature of planned change
- The competencies of the organisational development practitioner
- Ethical dilemmas in organisational development
- Phases in the OD process
- Entering and contracting
- Diagnosing organisations
- Diagnosing groups and jobs
- Collecting and analysing diagnostic information
- Feedback of diagnostic data
- Designing interventions
- Leading and managing change
- Evaluating and institutionalising organisation development interventions
- Human process interventions
- Interpersonal and group process approaches
- Organisation process approaches
- Technostructural interventions
- Restructuring organisations
- Employee involvement
- Work design
- Strategic interventions
- Special applications of OD

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