

# University of Pretoria Yearbook 2018

## Organisational development 783 (MHB 783)

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| <b>Qualification</b>          | Postgraduate  |
| <b>Faculty</b>                | <a href="#">Faculty of Economic and Management Sciences</a> |
| <b>Module credits</b>         | 12.00   |
| <b>Programmes</b>             | <a href="#">BComHons Human Resource Management</a>          |
| <b>Prerequisites</b>          | No prerequisites.   |
| <b>Contact time</b>           | 1 lecture per week  |
| <b>Language of tuition</b>    | Module is presented in English                              |
| <b>Department</b>             | Human Resource Management                                   |
| <b>Period of presentation</b> | Semester 2  |

### Module content

- Understand, evaluate and apply the concept, components and characteristics of organisational development and change
- Apply the knowledge and skills to explain organisational functioning and organisational changes
- Know and understand the nature of current and future changes that could impact on organisations, as well as the strategies that organisations can use to address these changes.
- Know and understand the organisational development process and evaluate and understand the role and use of change theories in the organisational development process
- Know, understand and be able to apply the various change theories (i.e. Lewin's planned change model, action research model, positive model, general model)
- Apply the knowledge and skills regarding organisational diagnoses in order to address problems and identify opportunities within the organisation
- Apply the knowledge and skills to evaluate organisational development strategies (at individual, group and organisational levels) and to intervene within organisations

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