

University of the West of Scotland

Module Descriptor

Session: 2023/24

Title of Module: Organisational Transformation			
Code: LNDN10009	SCQF Level: 10 (Scottish Credit and Qualifications Framework)	Credit Points: 20	ECTS: 10 (European Credit Transfer Scheme)
School:	School of Business & Creative Industries		
Module Co-ordinator:	Giuseppe Scotto		
Summary of Module			
<p>The aim of this module is to expose students to a range of contemporary issues and challenges facing organisations in a changing business environment. Through the analysis of International case study material, students will explore how business reacts to change and the role that leadership plays in instigating and facilitating change.</p> <p>By engagement with 21st century 'wicked' problems facing organisations, students will develop diagnostic skills of synthesizing information resulting from strategic analysis, making sound judgments in the absence of complete data and constructively challenging existing organization ideas and practices. Knowledge and skills relating to problem-solving, team performance and communication will also be addressed. Overall, the module integrates theory and practice to enable students to assess the leadership skills which will be required for their future careers where change will be a constant feature.</p>			

Module Delivery Method					
Face-To-Face	Blended	Fully Online	HybridC	Hybrid 0	Work-Based Learning
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Campus(es) for Module Delivery						
The module will normally be offered on the following campuses / or by Distance/Online Learning: (Provided viable student numbers permit) (tick as appropriate)						
Paisley:	Ayr:	Dumfries:	Lanarkshire:	London:	Distance/Online Learning:	Other:
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Add name

Term(s) for Module Delivery					
(Provided viable student numbers permit).					
Term 1	<input checked="" type="checkbox"/>	Term 2	<input checked="" type="checkbox"/>	Term 3	<input checked="" type="checkbox"/>

Learning Outcomes: (maximum of 5 statements) These should take cognisance of the SCQF level descriptors and be at the appropriate level for the module. At the end of this module the student will be able to:	
L1	Evaluate the nature of the change process as it affects individuals and organisations.
L2	Analyse the external and internal factors which contribute to change.
L3	Assess the leadership and people issues involved when organisations go through periods of sustained change.
L4	Demonstrate how organisational culture influences the change process.
L5	Critically reflect on leadership development needs of 21st century graduates and identify potential sources of development.

Employability Skills and Personal Development Planning (PDP) Skills	
SCQF Headings	During completion of this module, there will be an opportunity to achieve core skills in:
Knowledge and Understanding (K and U)	<p>SCQF Level 10</p> <p>Review the theoretical perspectives on organizational change.</p> <p>Identify the knowledge, attitudes and skills of effective organizational leaders.</p>
Practice: Applied Knowledge and Understanding	<p>SCQF Level 10</p> <p>Evaluate challenges and opportunities to leadership that will facilitate effective change in varying organizational settings.</p> <p>Retrieving, interpreting and manipulating primary and secondary information from a variety of sources including electronic sources.</p>
Generic Cognitive skills	<p>SCQF Level 10</p> <p>Reflect critically on leadership and change within differing organizational contexts.</p> <p>Provide diagnostic analysis of different organizational scenarios, identifying challenges and ways of addressing these.</p>

Communication, ICT and Numeracy Skills	<p>SCQF Level 10</p> <p>Communicating effectively and appropriately in speech and writing.</p> <p>Interpreting complex secondary materials.</p> <p>Making effective use of information retrieval systems and use information technology applications.</p>	
Autonomy, Accountability and Working with others	<p>SCQF Level 10</p> <p>Working effectively, together with others in groups or teams, taking a leadership role where appropriate.</p> <p>Reflect on their personal leadership style, and their ability to contribute to the group processes.</p>	
Pre-requisites:	Before undertaking this module the student should have undertaken the following:	
	Module Code:	Module Title:
	Other:	
Co-requisites	Module Code:	Module Title:

*Indicates that module descriptor is not published.

Learning and Teaching	
In line with current learning and teaching principles, a 20-credit module includes 200 learning hours, normally including a minimum of 36 contact hours and maximum of 48 contact hours.	
<p>Learning Activities During completion of this module, the learning activities undertaken to achieve the module learning outcomes are stated below:</p>	<p>Student Learning Hours (Normally totalling 200 hours): (Note: Learning hours include both contact hours and hours spent on other learning activities)</p>
Lecture/Core Content Delivery	36
Independent Study	164
	200 Hours Total
**Indicative Resources: (eg. Core text, journals, internet access)	

The following materials form essential underpinning for the module content and ultimately for the learning outcomes:

Burnes, B. (2017) *Managing Change*. Harlow: Financial Times/Prentice Hall

Up to date information on the most relevant information about Journals, Books and other research will be highlighted on Aula.

(*N.B. Although reading lists should include current publications, students are advised (particularly for material marked with an asterisk*) to wait until the start of session for confirmation of the most up-to-date material)

Attendance and Engagement Requirements

In line with the [Student Attendance and Engagement Procedure](#): Students are academically engaged if they are regularly attending and participating in timetabled on-campus and online teaching sessions, asynchronous online learning activities, course-related learning resources, and complete assessments and submit these on time.

Equality and Diversity

The University's Equality, Diversity and Human Rights Procedure can be accessed at the following link: [UWS Equality, Diversity and Human Rights Code](#).

Please ensure any specific requirements are detailed in this section. Module Co-ordinators should consider the accessibility of their module for groups with protected characteristics..

(N.B. Every effort will be made by the University to accommodate any equality and diversity issues brought to the attention of the School)

Supplemental Information

Divisional Programme Board	Management, Organisations & People
Assessment Results (Pass/Fail)	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
School Assessment Board	Management, Organisations & People
Moderator	Nicolas Vass

External Examiner	J Easter
Accreditation Details	N/A
Changes/Version Number	

Assessment: (also refer to Assessment Outcomes Grids below)
Assessment 1 – Individual Assignment 70%
Assessment 2 – Presentation 30%
(N.B. (i) Assessment Outcomes Grids for the module (one for each component) can be found below which clearly demonstrate how the learning outcomes of the module will be assessed. (ii) An indicative schedule listing approximate times within the academic calendar when assessment is likely to feature will be provided within the Student Module Handbook.)

Assessment Outcome Grids (See Guidance Note)

Component 1							
Assessment Type (Footnote B.)	Learning Outcome (1)	Learning Outcome (2)	Learning Outcome (3)	Learning Outcome (4)	Learning Outcome (5)	Weighting (%) of Assessment Element	Timetabled Contact Hours
Dissertation/ Project report/ Thesis	✓	✓	✓	✓	✓	70	0

Component 2							
Assessment Type (Footnote B.)	Learning Outcome (1)	Learning Outcome (2)	Learning Outcome (3)	Learning Outcome (4)	Learning Outcome (5)	Weighting (%) of Assessment Element	Timetabled Contact Hours
Presentation	✓	✓	✓	✓	✓	30	0

Combined Total for All Components						100%	0 hours
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