

<b>Faculty</b>	Economic and Management Sciences		
<b>Home Department</b>	Industrial Psychology		
<b>Module Topic</b>	Diversity and Change Management		
<b>Generic Module Name</b>	Diversity and Change Management 811		
<b>Alpha -numeric Code</b>	<b>BPS811</b>		
<b>NQF Level</b>	9		
<b>NQF Credit Value</b>	20		
<b>Duration</b>	Semester		
<b>Proposed semester to be offered</b>	First Semester		
<b>Programmes in which module will be offered</b>	MA (1858), MAdmin (1817), MCom (1863)		
<b>Year Level</b>	8		
<b>Main Outcomes</b>	<p>On completion of this module students should be able to:</p> <ul style="list-style-type: none"> <li>• Diagnose complex organisational problems.</li> <li>• Apply and implement the action research paradigm in organisation development.</li> <li>• Apply the systems perspective to planned organisational change.</li> <li>• Critically compare and implement individual level interventions to enhance individual performance.</li> <li>• Critically evaluate and implement the most effective group level interventions to enhance group performance – based on a formal diagnosis.</li> <li>• Critically compare appropriate organisation system wide interventions and implement these in a planned change process to enhance diversity.</li> <li>• Evaluate and analyse the effectiveness of organisation development interventions and take appropriate steps to make corrections.</li> </ul>		
<b>Main Content</b>	<ul style="list-style-type: none"> <li>• Advanced models of organisation diagnosis</li> <li>• Models of planned organisation change</li> <li>• Dealing with resistance to change</li> <li>• Advanced techniques to improve employee empowerment, developing sensitivity towards diversity, and coaching</li> <li>• Advanced process consultation</li> <li>• Complex team and inter-group enhancement approaches</li> <li>• Advances models of high-performing organisation, mergers, acquisitions and strategy</li> <li>• Ethical issues in planned organisational change and diversity</li> </ul>		
<b>Pre-requisite modules</b>	An Honours or 4-year Bachelor's degree in Industrial Psychology, Human Resource Management		
<b>Co-requisite modules</b>	None		
<b>Prohibited module Combinations</b>	None		
<b>Breakdown of Learning Time</b>	<b>Hours</b>	<b>Timetable Requirement per week</b>	<b>Other teaching modes that does not require time-table</b>
Contact with lecturer / tutor:	96	<i>Lectures p.w.</i>	3
Assignments & tasks:	20	<i>Practicals p.w.</i>	0

Practical's:	0	<i>Tutorials p.w.</i>	0	
Assessments	30			
Self-study	54			
Other: Please specify	0			
<b>Total Learning Time</b>	200			
<b>Methods of Student Assessment</b>	Continuous Assessment (CA): 60% Final Assessment (FA): 40%			
<b>Assessment Module type</b>	Continuous and Final Assessment (CFA)			