

# BUSM 3052 ORGANISATIONAL LEARNING AND DEVELOPMENT

**Credit Points** 10

**Legacy Code** 200157

**Coordinator** Ayda Succarie ([https://directory.westernsydney.edu.au/search/name/Ayda Succarie/](https://directory.westernsydney.edu.au/search/name/Ayda%20Succarie/))

**Description** Organisational Learning and Development is a Level 3 undergraduate subject which analyses practices and processes designed to transform and renew organisations, in order to enable them to respond effectively to change. This subject will use case studies and other experientially based activities to promote a better understanding of structural and human resources interventions used to ensure organisational survival in rapidly changing environments.

**School** Business

**Discipline** Organisation Management

**Student Contribution Band** HECS Band 4 10cp

Check your fees via the Fees ([https://www.westernsydney.edu.au/currentstudents/current\\_students/fees/](https://www.westernsydney.edu.au/currentstudents/current_students/fees/)) page.

**Level** Undergraduate Level 3 subject

**Assumed Knowledge**

Students are expected to have understanding of business environments.

## Learning Outcomes

On successful completion of this subject, students should be able to:

1. Analyse the impacts of change on an organisation's design, structure and learning practices;
2. Create planned interventions to ensure organisational survival and longevity;
3. Apply theories of organisational learning and development to real-life situations;
4. Participate effectively in group processes;
5. Demonstrate knowledge of organisational learning and development concepts in a range of academic genres.

## Subject Content

- systems Archetypes
- team learning
- communities of practice
- Introduction to Learning Organisations and 1. 1. Organisational Development - The Challenges of Change
- A systems approach to understand Organisations
- personal Mastery
- organisational learning and development interventions
- shared Vision
- power, politics and organisational development
- virtual Organisations and agile learning
- emerging Trends in organisational learning and development
- Scenario planning and strategic foresight
- mental Models
- what is organisational learning and development?
- organisational structure and design

- learning Organisations
- leadership, sustainability and The Challenge of change

## Assessment

The following table summarises the standard assessment tasks for this subject. Please note this is a guide only. Assessment tasks are regularly updated, where there is a difference your Learning Guide takes precedence.

Type	Length	Percent	Threshold	Individual/ Group Task	Mandatory
Presentation Report	500 words	20	N	Individual	Y
Report	3,000 words	40	N	Group	Y
Final Exam	24 hours submission through Turnitin	40	N	Individual	Y

Prescribed Texts

- Senge, Peter M. 2006, The Fifth Discipline, The Art and Practice of The Learning Organisation, Random House Business Books, London.
- There is no prescribed textbook for Organisational Learning and Development. A custom list of key readings will be available online through the Library and Readings and Resources page on vUWS.

Teaching Periods

## Sydney City Campus - Term 2 (2024)

### Sydney City

**On-site**

**Subject Contact** Daniel Townsend ([https://directory.westernsydney.edu.au/search/name/Daniel Townsend/](https://directory.westernsydney.edu.au/search/name/Daniel%20Townsend/))

View timetable ([https://classregistration.westernsydney.edu.au/even/timetable/?subject\\_code=BUSM3052\\_24-SC2\\_SC\\_1#subjects](https://classregistration.westernsydney.edu.au/even/timetable/?subject_code=BUSM3052_24-SC2_SC_1#subjects))

## Spring (2024)

### Bankstown City

**On-site**

**Subject Contact** Ayda Succarie ([https://directory.westernsydney.edu.au/search/name/Ayda Succarie/](https://directory.westernsydney.edu.au/search/name/Ayda%20Succarie/))

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### Campbelltown

**On-site**

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### Parramatta City - Macquarie St

**On-site**

**Subject Contact** Ayda Succarie ([https://directory.westernsydney.edu.au/search/name/Ayda Succarie/](https://directory.westernsydney.edu.au/search/name/Ayda%20Succarie/))

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## WSU Online TRI-1 (2025)

### Wsu Online

#### Online

**Subject Contact** Ayda Succarie ([https://directory.westernsydney.edu.au/search/name/Ayda Succarie/](https://directory.westernsydney.edu.au/search/name/Ayda%20Succarie/))

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## WSU Online TRI-3 (2025)

### Wsu Online

#### Online

**Subject Contact** Ayda Succarie ([https://directory.westernsydney.edu.au/search/name/Ayda Succarie/](https://directory.westernsydney.edu.au/search/name/Ayda%20Succarie/))

View timetable ([https://classregistration.westernsydney.edu.au/odd/timetable/?subject\\_code=BUSM3052\\_25-OT3\\_OW\\_2#subjects](https://classregistration.westernsydney.edu.au/odd/timetable/?subject_code=BUSM3052_25-OT3_OW_2#subjects))