The University of Southern Queensland

Course Specification

Description: The Learning Organisation

<table>
<thead>
<tr>
<th>Subject</th>
<th>Cat-Nbr</th>
<th>Class</th>
<th>Term</th>
<th>Mode</th>
<th>Units</th>
<th>Campus</th>
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<tr>
<td>FET</td>
<td>5502</td>
<td>28251</td>
<td>3, 2003</td>
<td>EXT</td>
<td>1.00</td>
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Academic Group: FOEDU
Academic Org: FOE003
HECS Band: 1
ASCED Code: 070109

STAFFING
Examiner: Kay Galton
Moderator: Peter Cronk

RATIONALE
This course will enable learners to understand the concept of a 'learning organisation', critically analyse their own organisation as a learning organisation, and develop and apply tools that will assist organisations in becoming 'learning organisations'.

SYNOPSIS
This course will provide an introduction to organisational theory and organisational change as a basis from which to explore the concept of the 'learning organisation'. Learners will analyse the characteristics of their organisations in terms of the 'disciplines' of the 'learning organisation'. Tools to assist organisations in becoming learning organisations will be examined and applied, including strategic planning, project management, teamwork, performance management and learning strategies. Learners will assess their organisation's capacity to become a learning organisation and plan action that will move their organisation towards that goal. Emphasis will be placed on relating theory to practice through online discussions of the learner's own research and experiences. NOTE: Students enrolling in this course will be required to have Internet access.

OBJECTIVES
On successful completion of this course learners will be able to:

- demonstrate an understanding of the theory of organisations and organisational change;
- define and discuss the characteristics of a learning organisation;
- critically analyse their organisation in terms of learning organisation disciplines;
- understand and demonstrate an ability to apply tools useful to learning organisations;
• demonstrate an understanding of what is required to become a learning organisation; and
• plan and justify action that would move the organisation towards becoming a learning organisation.

TOPICS

<table>
<thead>
<tr>
<th>Description</th>
<th>Weighting (%)</th>
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<tbody>
<tr>
<td>1. Organisational Theory</td>
<td>10.00</td>
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<tr>
<td>2. Organisational Change</td>
<td>10.00</td>
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<tr>
<td>3. Disciplines of the Learning Organisation</td>
<td>25.00</td>
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<tr>
<td>4. Tools of the Learning Organisation</td>
<td>30.00</td>
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<tr>
<td>5. Becoming a Learning Organisation</td>
<td>25.00</td>
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TEXT and MATERIALS required to be PURCHASED or ACCESSED:
Books can be ordered by fax or telephone. For costs and further details use the 'Book Search' facility at http://bookshop.usq.edu.au by entering the author or title of the text.

There are no prescribed texts in this course.

STUDENT WORKLOAD REQUIREMENTS

<table>
<thead>
<tr>
<th>ACTIVITY</th>
<th>HOURS</th>
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<tbody>
<tr>
<td>Assessment</td>
<td>60</td>
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<tr>
<td>Directed Study</td>
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ASSESSMENT DETAILS

<table>
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<tr>
<th>Description</th>
<th>Marks Out of</th>
<th>Wtg(%)</th>
<th>Required</th>
<th>Due Date</th>
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<tr>
<td>ANALYSIS OF ORGANISATION</td>
<td>40.00</td>
<td>40.00</td>
<td>Y</td>
<td>16 Jan 2004</td>
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<tr>
<td>DESIGN &amp; JUSTIFY A PLAN</td>
<td>60.00</td>
<td>60.00</td>
<td>Y</td>
<td>13 Feb 2004</td>
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IMPORTANT ASSESSMENT INFORMATION

1 Attendance requirements:
   There are no attendance requirements for this course. However, it is the students' responsibility to study all material provided to them or required to be accessed by them to maximise their chance of meeting the objectives of the course and to be informed of course-related activities and administration.

2 Requirements for students to complete each assessment item satisfactorily:
   To complete each of the assessment items satisfactorily, students must obtain at least 50% of the marks available (or at least a grade of C-) for each assessment item.
3 Penalties for late submission of required work:
The Department of Further Education and Training has an extension policy which
enables students to be within two weeks of the due date for assignments before
they need to contact the course examiner. If more than two weeks late with
submission of assignments, students must contact the course examiner to negotiate
a further extension.

4 Requirements for student to be awarded a passing grade in the course:
To be assured of a passing grade, students must demonstrate, via the summative
assessment items, that they have achieved the required minimum standards in
relation to the objectives of the course by satisfactorily* completing all summative
assessment items. * As stated in Assessment 2.

5 Method used to combine assessment results to attain final grade:
The final grades for students will be assigned on the basis of the weighted aggregate
of the marks (or grades) obtained for each of the summative assessment items in
the course.

6 Examination information:
There is no examination in this course.

7 Examination period when Deferred/Supplementary examinations will be held:
There will be no Deferred or Supplementary examinations in this course.

8 University Regulations:
Students should read USQ Regulations 5.1 Definitions, 5.6. Assessment, and 5.10
Academic Misconduct for further information and to avoid actions which might
contravene University Regulations. These regulations can be found at the URL
http://www.usq.edu.au/SECARIAT/calendar/Part5/ or in the printed version of the
current USQ Handbook.

ASSESSMENT NOTES

1 All pieces of graded summative assessment in this course will be graded using
numeric marks. Final assessment will use one of the following letter grades: HD, A, B, C, F or Incomplete.