

HRODC Postgraduate Training Institute

A Postgraduate-Only Institution

145

**Organisational Design, Performance
Management and Modern Quality Systems**

Course or Seminar

Leading To:

DIPLOMA – POSTGRADUATE IN

***Organisational Design, Performance
Management and Modern Quality Systems
(5-Credit)***

Accumulating to

POSTGRADUATE DIPLOMA

Progressing To A Masters Degree –

MBA – MSc - MA

Course Co-ordinator:**Prof. Dr. R. B. Crawford – Director HRODC Postgraduate Training Institute**

- PhD (University of London);
- MEd. M. (University of Bath);
- Adv. Dip. Ed. (University of Bristol);
- PGCIS (Thames Valley University);
- ITC (UWI);
- Member of the Standing Council of Organisational Symbolism (MSCOS);
- Member of the Asian Academy of Management (MAAM);
- Member of the International Society of Gesture Studies (MISGS);
- Member of the Academy of Management (MAOM);
- LESAN;
- Professor, HRODC Postgraduate Training Institute;
- Visiting Professor, Polytechnic University of the Philippines (PUP).

For Whom This Course is Designed**This Course is Designed For:**

- Corporate Managers
- Executive Managers
- Senior Managers
- Middle Managers
- Junior Managers
- Human Resource Managers
- Board of Directors
- Entrepreneurs
- Supervisors
- Organisational Development Practitioners
- Management Graduates
- Management Lecturers
- Individuals with a genuine interest in Issues associated with Organisational Management

Duration: 5 Weeks (25 Days)**Cost: £25,000.00 Per Delegate**

Please Note:

- V.A.T. (Government Tax) does not apply to Corporate Sponsored Individuals, taking Programmes or Courses in any location - within or outside the UK.
- It applies only to Individuals and Corporations based in the UK and to Non-UK Individual Residents taking courses in the UK.

Cost includes:

- Free Continuous snacks throughout the Event Days;
- Free Hot Lunch on Event Days;
- Free City Tour;
- Free Stationery;
- Free On-site Internet Access;
- **Diploma – Postgraduate – in in Organisational Design Management and Modern Quality Systems (5-Credit); or**
- Certificate of Attendance and Participation – if unsuccessful on resit.

HRODC Postgraduate Training Institute's Complimentary Products include:

1. HRODC Postgraduate Training Institute's **Leather Conference Folder**;
2. HRODC Postgraduate Training Institute's **Leather Conference Ring Binder/ Writing Pad**;
3. HRODC Postgraduate Training Institute's **Key Ring/ Chain**;
4. HRODC Postgraduate Training Institute's **Leather Conference (Computer – Phone) Bag** – Black or Brown;
5. HRODC Postgraduate Training Institute's **8GB USB Flash Memory Drive**, with Course Material;
6. HRODC Postgraduate Training Institute's **Metal Pen**;
7. HRODC Postgraduate Training Institute's **Polo Shirt**.

****Please see product images, as a separate file - Complimentary Products For Students and Delegates, from HRODC Postgraduate Training Institute.****

Daily Schedule: 9:30 to 4:30 pm.

Location: Central London and International Locations

**Course Programme for Organisational Design, Performance
Management and Modern Quality Systems
Leading to Diploma-Postgraduate - in Organisational Design,
Performance Management and Modern Quality Systems (5-Credit)**

**Module 1
Organisational Design
Course Objectives**

By the conclusion of the specified learning and development activities, delegates will be able to:

- Suggest the approaches which might be adopted in designing an organisation;
- Design an organisation adhering to the principles of horizontal and vertical relationship;
- Distinguish between the basic types of structure;
- Appropriately define organisational structure;
- Distinguish between organismic and mechanistic structures;
- Explain the approaches to organisational design;
- Match the organisational design approach with the level of development of the organisation;
- Identify horizontal relationships in organisational design;
- Show the vertical relationships in an organisational chart;
- Indicate the importance of vertical and horizontal relationships in organisational design;
- Illustrate lines of authority in an organisational chart;
- Illustrate communication channels in an organisational chart;
- Discuss the co-ordinating mechanism in a simple structure;
- Name the fundamental organisational structures and their variations;
- Demonstrate an awareness of the fundamental issues associated with Organisational design and their implications for effective organisational functioning;
- Identify an organisational structure from verbal description;
- Distinguish between different organisational structures;
- Provide examples of different bases of divisional structure;
- Distinguish between the different types of matrix structures;
- Illustrate their ability to design an appropriate organisational structure that takes account of contingent internal and external environmental factors;

- Recommend the most appropriate structure for an organisation, taking contingent factors into account;
- Be aware of the relationship between organisational structure and leader and organisational flexibility;
- Translate the positive and negative factors of particular types of structure to the design of an organisation which will enhance the effectiveness of an enterprise;
- Demonstrate their ability to encourage the type of superior-subordinate relationship which will be conducive to organisational success;
- Provide the bases for structural contingencies;
- Illustrate the effect of organisational structure on communication within an organisation.

Module 1 Organisational Design Course Contents, Concepts and Issues

- An Introduction to Organisational Design;
- Approaches to Organisational Design;
- Classical Organisational Design;
- Neo-Classical Organisational Design;
- Classical Approach to Organisational Design;
- The Divisional Structure and its Internal Relationships;
- Bases of Divisionalisation;
- The Organisation of the Matrix Structure;
- Decision-Making and Communication Patterns in Functional Structures;
- Decision-Making and Communication Patterns in Divisional Structure;
- Decision-Making and Communication Patterns in Matrix Structures;
- Structural Contingency;
- The Interrelationship Between Organisational Design and International Business;
- The Place of The Divisional Structure in International Operations;
- Identifying and Designing Organisational Structures.

Module 2 Performance Management

Course Objectives

By the conclusion of the specified learning and development activities, delegates will be able to:

- Explain the concept of performance management;
- Distinguish performance management from performance appraisal;
- Recognize the multiple negative consequences that can arise from the poor design and implementation of a performance management system. These negative consequences affect all the parties involved: employees, supervisors, and the organization as a whole;
- Understand the concept of a reward system and its relationship to a performance management system;
- Explain why the usefulness of a performance management system relies to a large degree on its relationship with the organization's and unit's strategic plans;

Module 2 Performance Management Course Contents, Concepts and Issues

M2. Part I: Strategic and General Considerations

- Performance Management and Reward Systems in Context;
- Definition of Performance Management (PM);
- The Performance Management Contribution;
- Disadvantages/Dangers of Poorly Implemented PM Systems;
- Definition of Reward Systems;
- Aims and Role of PM Systems;
- Characteristics of an Ideal PM System;

M2. Part 2: System Implementation

- Defining Performance and Choosing a Measurement Approach;
- Defining Performance;
- Determinants of Performance;
- Performance Dimensions;
- Approaches to Measuring Performance;

M2. Part 3: Employee Development

- Performance Management and Employee Development;
- Personal Developmental Plans;
- Direct Supervisor's Role;
- 360-Degree Feedback Systems;

M2. Part 4: Reward System, Legal Issues, and Team Performance Management

- Performance Management: Reward Systems and Legal Issues;
- Reward Systems;
- Legal Issues;
- Managing Team Performance;

Module 3 Modern Quality Systems Course Objectives

By the conclusion of the specified learning and development activities, delegates will be able to:

- Demonstrate their appreciation for consumer and client demand for quality;
- Demonstrate their awareness of consumers' increasing quality consciousness;
- Exhibit an understanding of the role of Quality Systems in:
- Creating a positive organisational image;

Module 3 Modern Quality Systems Course Contents, Concepts and Issues

- Quality: A Definition;
- Clients' Quality Consciousness;
- The Law And Development of Quality Assurance;
- Using quality as a tool to:
- Quality and Strategic Operational Review;

Terms and Conditions

HRODC Policy Terms and Conditions Are Available for viewing

at: <http://www.hrodc.com/COSTS.htm>

Or Downloaded,

at: <http://www.hrodc.com/Brochure Download Centre.Company Brochures Seminar Brochures Seminar Schedule.htm>

The submission of our application form or otherwise registration by of the submission of a course booking form or e-mail booking request is an attestation of the candidate's subscription to our Policy Terms and Conditions, which are legally binding.

Prof. Dr. R. B. Crawford - Director HRODC Postgraduate Training Institute