

HLTH 7002 BUILDING ORGANISATIONAL CAPACITY IN HEALTH CARE

Credit Points 10

Legacy Code 400846

Coordinator Christine Walker (<https://directory.westernsydney.edu.au/search/name/Christine.Walker/>)

Description The concept, form and structure of health care organisations are explored. Organisational theory is used to analyse contemporary health care structures. Factors which influence organisational design, function and effectiveness are discussed including: organisational behaviour, strategy, culture, power and politics, technology, sustainability and effectiveness. A major focus is planning for strategic organisational development to meet the challenges of rapid change and the need for performance improvements in patient care delivery. Concepts related to the strategic development of workforce capacity in the health care arena considered through the application of theories including the learning organisation. Leadership is examined with emphasis on change management.

School Nursing & Midwifery

Discipline Health, Not Elsewhere Classified.

Student Contribution Band HECS Band 2 10cp

Check your fees via the Fees (https://www.westernsydney.edu.au/currentstudents/current_students/fees/) page.

Level Postgraduate Coursework Level 7 subject

Equivalent Subjects PUBH 7017 - Leadership and the Development of Organisational Capacity in Health Care

Restrictions

Students must be enrolled in a postgraduate program.

Learning Outcomes

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

1. Assess the impact of organisational culture, power, politics and technology on readiness for change in health care organisations.
2. Critically analyse organisational strategy, design and structure of health care organisations by applying organisational theory.
3. Investigate how effective change leadership can lead to improved organisational capacity and performance.
4. Critically reflect on and critique health care organisational capacity building in a rapidly changing environment.
5. Recommend strategies for workforce capacity development within a contemporary health care setting.

Subject Content

Module 1 - Introduction to organisational theory, design and structure, and its application to the health care environment

- organisational theory and structure - organisational structures, function, formal systems of power and authority, how they are affected by the internal and external environment in the health care sector
- factors influencing organisational design and function in health care including organisational behaviour, strategy, culture, power and politics, technology, sustainability and effectiveness

- organisational culture and subcultures in health care
- Module 2 - Organisational capacity building, workforce development and change management in the health care environment
- leadership, adaptive organisational cultures and change
- theories and frameworks for organisational capacity building
- Models and strategies for workforce development
- managing conflict, pandemic, power and politics in health care organisations
- Module 3 - Improving organisational performance
- theories and concepts underpinning organisational performance improvement in health care
- Measuring organisational performance and effectiveness
- leading organisational capacity building and improving organisational performance in the health care arena

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
Case Study	1,500 words	50	N	Individual	N
Discourse Analysis	1,500 words	50	N	Individual	N

Hong Kong Baptist -- Spring

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Type	Length	Percent	Threshold	Individual/ Group Task	Mandatory
Case Study	1,500 words	50	N	Individual	N
Essay	2,000 words	50	N	Individual	N

Prescribed Texts

- There is no essential textbook.

Teaching Periods

Hong Kong Baptist - Autumn (2025)

Hong Kong Baptist University

On-site

Subject Contact Christine Walker (<https://directory.westernsydney.edu.au/search/name/Christine.Walker/>)

View timetable (https://classregistration.westernsydney.edu.au/odd/timetable/?subject_code=HLTH7002_25-HKA_HO_1#subjects)

Autumn (2025)

Online

Online

Subject Contact Christine Walker (<https://directory.westernsydney.edu.au/search/name/Christine.Walker/>)

View timetable (https://classregistration.westernsydney.edu.au/odd/timetable/?subject_code=HLTH7002_25-AUT_ON_2#subjects)

Parramatta - Victoria Rd

On-site

Subject Contact Christine Walker (<https://directory.westernsydney.edu.au/search/name/Christine Walker/>)

View timetable (https://classregistration.westernsydney.edu.au/odd/timetable/?subject_code=HLTH7002_25-AUT_PS_1#subjects)

Hong Kong Baptist - Spring (2025)

Hong Kong Baptist University

On-site

Subject Contact Christine Walker (<https://directory.westernsydney.edu.au/search/name/Christine Walker/>)

View timetable (https://classregistration.westernsydney.edu.au/odd/timetable/?subject_code=HLTH7002_25-HKS_HO_1#subjects)

Hong Kong Baptist - Term 3 (2025)

Hong Kong Baptist University

On-site

Subject Contact Christine Walker (<https://directory.westernsydney.edu.au/search/name/Christine Walker/>)

View timetable (https://classregistration.westernsydney.edu.au/odd/timetable/?subject_code=HLTH7002_25-HK3_HO_1#subjects)

Sydney City Campus - Term 3 (2025)

Sydney City

On-site

Subject Contact Liz Atteya (<https://directory.westernsydney.edu.au/search/name/Liz Atteya/>)

View timetable (https://classregistration.westernsydney.edu.au/odd/timetable/?subject_code=HLTH7002_25-SC3_SC_1#subjects)