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| Title | **Evaluate organisational design for an organisation** | | |
| Level | **4** | **Credits** | **4** |

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| Purpose | People credited with this unit are able to evaluate organisational design for an organisation. |

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| Classification | Business Operations and Development > Systems and Resources Management |

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| Available grade | Achieved |

**Guidance Information**

1 Unit standards in the Systems and Resources Management domain are about using inputs and processes to achieve intended outputs.

2 The assessment context for this unit standard must be suitable to meet the criteria for Level 4 in the NZQF Levels Descriptors, which are available [by](file://WLGFS01/SHARE/QS/NQS/1%20QUALS%20%26%20STDS/1.03%20Business/Business%20Operations%20%26%20Development/Current/Review%202020%20ODS%20PDC%20SRM/Unit%20Standards/SRM/by) searching for “levels descriptors” at [www.nzqa.govt.nz](http://www.nzqa.govt.nz/).

3 Assessment against this unit standard will be in the context of a specific organisation, either one real to the candidate or a realistically simulated one. Assessment evidence must relate directly to this organisation.

4Definition

*Organisation* refers to a specific entity which may be – in private, public, or community and volunteer sectors; a business, a discretely managed unit within a larger entity, a Māori organisation, or a special-purpose body.

5 Range

Organisational design includes structure and at least one of – people, tasks, decision-making, informal organisation and/or organisational culture.

6 Assessment materials should reflect [Te Tiriti o Waitangi - Programme Development: Supporting Information](https://ringahora.nz/qualifications-and-assurance/programme-endorsement/programme-guidance-documents-for-providers-developing-programmes/)

**Outcomes and performance criteria**

**Outcome 1**

Evaluate organisational design for an organisation.

**Performance criteria**

1.1 The purpose and nature of organisational design is evaluated in terms of achievement of organisational goals.

1.2 Advantages and disadvantages of the organisation’s design are evaluated.

Range includes – evaluation of two different organisational structures; comparison with own organisation’s structure.

1.3 Environmental factors relating to own organisation are evaluated in terms of their impact on the organisational design and management decision-making.

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| Planned review date |  |

**Status information and last date for assessment for superseded versions**

| Process | Version | Date | Last Date for Assessment |
| --- | --- | --- | --- |
| Registration | 1 | 17 May 1999 | 31 December 2015 |
| Review | 2 | 18 December 2006 | 31 December 2015 |
| Rollover and Revision | 3 | 20 September 2012 | 31 December 2023 |
| Review | 4 | 17 March 2016 | 31 December 2023 |
| Review | 5 | 24 June 2021 | 31 December 2028 |
| Review | 6 |  | 31 December 2028 |

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| Consent and Moderation Requirements (CMR) reference | 0112 |

This CMR can be accessed at <http://www.nzqa.govt.nz/framework/search/index.do>.

**Comments on this unit standard**

Please contact Ringa Hora Services Workforce Development Council [qualifications@ringahora.nz](mailto:qualifications@ringahora.nz) if you wish to suggest changes to the content of this unit standard.