



# Course Outline (Higher Education)

<b>School:</b>	Federation Business School
<b>Course Title:</b>	MANAGEMENT OF CHANGE & ORGANISATION DEVELOPMENT
<b>Course ID:</b>	BUHRM3701
<b>Credit Points:</b>	15.00
<b>Prerequisite(s):</b>	(BUHRM1501 or JH501)
<b>Co-requisite(s):</b>	Nil
<b>Exclusion(s):</b>	Nil
<b>ASCED:</b>	080303

## Description of the Course :

Management of Change and Organisational Development (MCOD) covers the complexities of the change process and aims to introduce the fundamental concept of change. As the rate of change is accelerating, understanding the role that effective change can play in improving the quality of work life for individuals is essential. Improving organisational effectiveness and developing in students the capacity to identify and analyse significant change issues within organisations is also covered.

The course will also assist students to develop an understanding of the broad strategies for bringing planned change at the organisation, group and individual levels. Providing familiarity and experience of the main techniques and methods of organisational change enables students to develop awareness of their own personal style, attitudes and behaviours relevant to the management of change, and to develop critical personal and interpersonal skills for effective management of change.

**Grade Scheme:** Graded (HD, D, C, etc.)

**Placement Component:** No

**Supplementary Assessment:** Yes

Where supplementary assessment is available a student must have failed overall in the course but gained a final mark of 45 per cent or above and submitted all major assessment tasks..

## Program Level:

Level of course in Program	AQF Level of Program					
	5	6	7	8	9	10
Introductory	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Level of course in Program	AQF Level of Program					
	5	6	7	8	9	10
Intermediate	■	■	■	■	■	■
Advanced	■	■	✓	■	■	■

### Learning Outcomes:

#### Knowledge:

- K1.** Describe the change process within an organisation, specifically in the MCOB area
- K2.** Analyse the role of change in strategic planning within an organisation
- K3.** Recognise different change strategies in organisations
- K4.** Evaluate the effectiveness of change functions

#### Skills:

- S1.** Identify environmental influences that will impact upon change within an organisation
- S2.** Analyse the change needs of an organisation and determine the most appropriate change methods
- S3.** Reflect on developing self-reliance through an awareness of personal responses and style in dealing with organisational change

#### Application of knowledge and skills:

- A1.** Independently identify a diverse range of MCOB functions, across multiple industries from a global perspective, using appropriate MCOB theories
- A2.** Design, develop, implement and evaluate MCOB concepts to assist in the management of rapidly changing environments from an ethical, socially responsible and international perspective.
- A3.** Consult management and other stakeholders about change needs and benefits by designing and implementing effective change strategies through verbal and written reports

#### Course Content:

Topics may include:

- Overview of change and organisation development (OD)
- Understanding change and models for organisational change
- Managing resistance to change/Organisational Culture
- The process of organisational change/diagnosis/evaluation
- Organisation development and change
- OD interventions and organisation transformation and change
- Leadership and the role of the change agent

- Change in a chaotic and unpredictable environment/competitive and collaborative strategies
- Future directions of change and OD.

**Values:**

- V1.** Appreciate that different people respond differently to change
- V2.** Value the complexity of the change process
- V3.** Appreciate the important role that change plays in the workplace
- V4.** Appreciate the importance of learning.

**Graduate Attributes**

The Federation University FedUni graduate attributes (GA) are entrenched in the Higher Education Graduate Attributes Policy (LT1228). FedUni graduates develop these graduate attributes through their engagement in explicit learning and teaching and assessment tasks that are embedded in all FedUni programs. Graduate attribute attainment typically follows an incremental development process mapped through program progression. **One or more graduate attributes must be evident in the specified learning outcomes and assessment for each FedUni course, and all attributes must be directly assessed in each program**

Graduate attribute and descriptor		Development and acquisition of GAs in the course			
		Learning Outcomes (KSA)	Code A. Direct B. Indirect N/A Not addressed	Assessment task (AT#)	Code A. Certain B. Likely C. Possible N/A Not likely
GA 1 Thinkers	Our graduates are curious, reflective and critical. Able to analyse the world in a way that generates valued insights, they are change makers seeking and creating new solutions.	K1,S1	A	AT1	A
GA 2 Innovators	Our graduates have ideas and are able to realise their dreams. They think and act creatively to achieve and inspire positive change.	A2,K2	A,B	AT2	A
GA 3 Citizens	Our graduates engage in socially and culturally appropriate ways to advance individual, community and global well-being. They are socially and environmentally aware, acting ethically, equitably and compassionately.	K4,S2,A1	B	AT1,AT2,AT3	A
GA 4 Communicators	Our graduates create, exchange, impart and convey information, ideas, and concepts effectively. They are respectful, inclusive and empathetic towards their audience, and express thoughts, feelings and information in ways that help others to understand.	K2,A2	A,B	AT1,AT2,AT3	A

Graduate attribute and descriptor		Development and acquisition of GAs in the course			
		Learning Outcomes (KSA)	Code A. Direct B. Indirect N/A Not addressed	Assessment task (AT#)	Code A. Certain B. Likely C. Possible N/A Not likely
GA 5 Leaders	Our graduates display and promote positive behaviours, and aspire to make a difference. They act with integrity, are receptive to alternatives and foster sustainable and resilient practices.	K3,S3,A3	A,B	AT1,AT2,AT3	A

**Learning Task and Assessment:**

Learning Outcomes Assessed	Learning Tasks	Assessment Type	Weighting
K3,K4 S2,S3 A1	Quiz	Quiz	10-20%
K1,K2,K3,K4 S1,S2,S3 A1,A2,A3	Group assignment	Group Assignment	20-40%
K1,K2,K3,K4 S1,S2,S3 A1,A2	Comprehensive review of the material studied in the course	Examination	40-60%

**Adopted Reference Style:**

APA