



# Course Outline (Higher Education)

<b>School:</b>	Federation Business School
<b>Course Title:</b>	DEVELOPMENT AND CHANGE
<b>Course ID:</b>	BUMGT3703
<b>Credit Points:</b>	15.00
<b>Prerequisite(s):</b>	BUMGT 1501 (Management Principles)
<b>Co-requisite(s):</b>	Nil
<b>Exclusion(s):</b>	Nil
<b>ASCED:</b>	080307

## Description of the Course:

As the rate of change is accelerating, effective implementation of organisational change is crucial for organisations. Considering this, this course covers the fundamental concepts of organisational change, from change initiation to implementation, and discusses the relationship between effective change implementation and organisational development. Further, as many of the organisational changes are brought by technological interruptions, therefore this course also introduces students to the concept of digital change and aims to equip them with the management competencies needed to manage digital change effectively.

**Grade Scheme:** Graded (HD, D, C, P, MF, F, XF)

## Work Experience:

No work experience: Student is not undertaking work experience in industry.

**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	■	■	■	■	■	■
Intermediate	■	■	■	■	■	■
Advanced	■	■	✓	■	■	■

**Learning Outcomes:****Knowledge:**

- K1.** Describe the change process within an organisation, specifically in the Development and Change area
- K2.** Analyse the role of change in strategic planning within an organisation
- K3.** Recognise different change strategies and digital business transformation, 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 styles in dealing with organisational change

**Application of knowledge and skills:**

- A1.** Identify a diverse range of development and change functions, using appropriate change management theories
- A2.** Design, develop, implement and evaluate development and change 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
- Future directions of change and OD.
  - An introduction to digital change
  - Principles of agile change management

**Values:**

- V1.** Appreciate that different people respond differently to change
- V2.** Value the complexity of the change process in a digital society
- 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)	Assessment task (AT#)
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.	K1-4, S1	AT1
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	AT2
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, A3	AT1, AT2, AT3
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, A2-3	AT1, AT2, AT3
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	AT1, AT2, AT3

### Learning Task and Assessment:

Learning Outcomes Assessed	Learning Tasks	Assessment Type	Weighting
K3, K4 S2, S3, A1	Online Digital Quiz	Quiz including short answer	10%-20%
K1, K2, K3, K4 S1, S2, S3 A1, A2, A3	Group based Assessment	Group report and presentation	20%-40%
K1, K2, K3, K4, S1, S2, S3 A1, A2	Comprehensive review of the material studied in the course	Report including reflection	40%-60%

### Adopted Reference Style:

APA

Refer to the [library website](#) for more information

Fed Cite - [referencing tool](#)