Course Outline (Higher Education)

School / Faculty:	Federation Business School
Course Title:	INTRODUCTION TO ORGANISATIONAL CHANGE
Course ID:	BSMAN2001
Credit Points:	15.00
Prerequisite(s):	Nil
Co-requisite(s):	Nil
Exclusion(s):	Nil
ASCED Code:	080307
Grading Scheme:	Graded (HD, D, C, etc.)

Program Level:

AQF Level of Program					
5	**6**	**7**	**8**	**9**	**10**
Level					
Introductory					
Intermediate		✔			
Advanced					

Learning Outcomes:

Knowledge:

- **K1.** Recognise the internal and external trends and environments that create and influence organisational change
- **K2.** Identify the essential components of a change management strategy and plan.
- **K3.** Assess barriers to change and appropriate mitigation strategies
- **K4.** Recognise the needed resources, intervention activities, and promotional strategies necessary for managing organisational change.

Skills:

- **S1.** Identify internal and external trends and environments that create and influence organisational change.
- **S2.** Demonstrate the application of essential components of a change management strategy
- **S3.** Identify and develop resources, intervention activities and promotional strategies for organisational change
- **S4.** Research and analyse barriers to change and mitigation strategies

Application of knowledge and skills:

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BSMAN2001 INTRODUCTION TO ORGANISATIONAL CHANGE

A1. Use initiative and judgement in planning, problem solving and decision making when managing organisational change within the workplace.

A2. Adapt organisational change knowledge and skills in diverse contexts demonstrating and applying that knowledge and skills to show autonomy, well-developed judgement and responsibility

A3. Communicate research results, analysis and recommendations relating to the management of organisational change within the workplace.

A4. Demonstrate responsibility and accountability for their own learning and professional practice when managing the organisational change process. This includes ethical behaviour, social responsibility and sustainability practices.

Course Content:

This course is designed to introduce students to the principles of organisational change, increased competitive challenges and the need to be responsive to an ever changing environment. It will examine strategic change requirements; change opportunities; and change management strategies. Students will develop the skills and knowledge to assist in organisational change readiness and understand the essential components of a change management strategy and plan. They will develop an understanding about the internal and external trends and environments that create organisational change, the resources required to manage organisational change, the barriers to change and the mitigation strategies needed to address this. Students will learn how to measure and monitor organisational change and develop cost benefit and risk analysis for developing strategic change management objectives and plans. Finally students will engage in the consultation and communication process needed to promote organisational change to all stakeholders.

Values and Graduate Attributes:

This course will help students to develop values and attributes that will:

Values:

V1. Display the skills, motivation and confidence to engage in continuous learning and progress their studies in an applied discipline.

V2. Be highly valued within an organisation for being committed to minimising the impact of change within an organisational environment.

V3. Support socially responsible and ethical behaviour in the facilitation of a change management strategy within an organisation.

Graduate Attributes:

FedUni graduate attributes statement. To have graduates with knowledge, skills and competence that enable them to stand out as critical, creative and enquiring learners who are capable, flexible and work ready, and responsible, ethical and engaged citizens.

Attribute	Brief Description	Focus
Knowledge, skills and competence	The study of organisational change enhances the graduates skills, motivation and confidence to engage in continuous learning, through providing knowledge and skills (relevant to organisational change) to meet the personal, professional and vocational challenges of an ever changing world;	Medium

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Attribute	Brief Description	Focus
Critical, creative and enquiring learners	The course encourages the development of confidence, capability, assurance, independence and enterprise through equipping them with knowledge and skills relevant to organisational change enabling them to fulfil their personal and career aspirations	Medium
Capable, flexible and work ready	They will add to the productive economy and be engaged with contemporary social and cultural issues through the application of their knowledge and skills in organisational change.	High
Responsible, ethical and engaged citizens	They will become aware of generally accepted norms of ethical behaviour and be encouraged to act in a socially responsible manner both in the work place and other settings, through the development of knowledge of organisation and social values and cultures, and the appropriate management techniques to successfully implement organisational change.	High

Learning Task and Assessment:

Learning Outcomes Assessed	Assessment Task	Assessment Type	Weighting
K1, K3, K4 S1, S3, A1, A2, A3, A4	Examine how strategy, structure and culture relate to change and demonstrate a working knowledge of change interventions in these areas.	Essay/ Report/ Short answer test/ Presentation	20-40%
K2, K3, S1, S2, S3, S4 A1, A2, A3, A4	Research, establish, monitor and evaluate an organisational change strategy.	Assignment/ Report/ Group presentation	20-40%
K1, K2, K3, K4 S1, S2, S3 A2, A3,	Demonstrate theoretical understanding of organisational change principles and fundamentals.	Examination	30-50%

Adopted Reference Style:

APA