Change Management
Code: HRMT-441

Course Name: Change Management  Course Type: Core

Pre-Requisite: Concentration

Course Level:

<table>
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<th>Year 1:</th>
<th>Semester 1</th>
<th>Semester 2</th>
<th>Summer Semester</th>
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<td>Year 2:</td>
<td>Semester 1</td>
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<td>Year 3:</td>
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<td>Year 4:</td>
<td>Semester 1</td>
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<td>Summer Semester</td>
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Course Description:
This course is meant to develop a deep insight about “Managing Change” among the students. As future executives, they may have to lead variety of organizations; therefore, knowledge about Management of Change will definitely be very much helpful for them.

Objectives:
- To Explain the goals and objectives of change management
- Understand and explain processes and roles of change management
- Use different approaches to, and application of, standards, industry best practice frameworks and guidelines, relevant to change management
- Develop and improve the customer and business focus of change management

Learning Outcomes:
After completion of this course, a student is expected to:
- have an understanding of the need for and attributes of an Effective Leader;
- have an overview of Comparative and contemporary theories on Leadership;
- Produce change management reports for dissemination and interpret and use their contents
- Understand the interdependencies between change Management and other areas and processes
- Assist with the planning and implementation of change management
- familiarize with the biographies of most effective leaders, which will help them to face the challenges of modern business setups

Skills to be developed throughout the Course:
Students will develop their analytical and oral communication skills via case study work carried out in seminar sessions. Information technology and written communication skills will be developed when completing the written assignment which will also test student’s creative skills and their abilities to present theoretical information in practical situations. Students are encouraged to make use of IT facilities particularly web sites to support research and reading.

**Learning Resources:**

1. **Text Books**

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<tr>
<th>Author</th>
<th>Title</th>
<th>Publisher</th>
<th>Year</th>
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<tbody>
<tr>
<td>Angelo Kinicki,</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Judson, A.S</td>
<td>Changing Behavior in</td>
<td>Cambridge Blackwell Inc.</td>
<td>2008</td>
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<tr>
<td></td>
<td>Organisation</td>
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2. **e-Library Reserves**

- [http://www.emeraldinsight.com/insight](http://www.emeraldinsight.com/insight)
- [http://www.humancapitalonline.com](http://www.humancapitalonline.com)

3. **Internet**

- **Ebsco Business Source Premier:** A database containing several hundred key business and management journals with full text articles updated daily.
- **Courseware:** Specific research support resources and documents, selectively posted to complement and build upon materials available in proctor’s methodological text. Such documentation will typically be posted regularly.
  - [www.decalibrary.org](http://www.decalibrary.org)
  - [www.ipl.org](http://www.ipl.org)
  - [www.emc.com](http://www.emc.com)

4. **Journals**

- Organisational Dynamics
- European Management Journal
- British Journal of Industrial Relations
- Journal of International Management

**Delivery and Teaching Strategy:** (Lecture, Online, Physical, blended, self directed through CD, web based courses and DVD)

**Methods of Instruction:** It would be based on Lecture, demonstration and assignment review. Questions are encouraged and participation is expected.

**Assessment Strategy:**
a. First Mid Term Exam: 20 Marks to be held on…….Day,…….Month, 20..
b. Second Mid Term Exam: 20 Marks to be held on……Day,…….Month, 20..
c. Attendance, Participation & Assignment: 10 Marks
d. Final Exam: 50 Marks
e. Total: 100 Marks

**Syllabus Change Policy:** This syllabus is a guide for the course and is subject to change with advanced notice.

<table>
<thead>
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<th>Course Contents:</th>
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<tr>
<td><strong>Unit 1. Introduction to Change Management;</strong> Significance of Change Management, Change Management process Forces of Change – External forces and internal forces, Initiating Change.</td>
</tr>
<tr>
<td><strong>Unit 2. The planning and implementation of change management;</strong> Types of Change: Continuous, discontinuous, radical and Drastic Change, planning and implementation of change management</td>
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<tr>
<td><strong>Unit 3. Resistance to Change;</strong> Define and agree change models and standard changes Factors causing resistance to change Culture and Negotiation.</td>
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<tr>
<td><strong>Unit 4. Change Management roles and responsibilities;</strong> The skills and knowledge required by change management personnel. Leadership and its Types, Essential traits of effective leaders. Biographies of most influential leaders (spiritual, social, political and business leaders)</td>
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