

325-677 People and Change

Credit Points:	12.50
Level:	9 (Graduate/Postgraduate)
Dates & Locations:	2009, This subject commences in the following study period/s: Semester 2, - Taught on campus.
Time Commitment:	Contact Hours: One 3-hour seminar per week. Total Time Commitment: Not available
Prerequisites:	None
Corequisites:	None
Recommended Background Knowledge:	None
Non Allowed Subjects:	None
Core Participation Requirements:	<p><p>For the purposes of considering request for Reasonable Adjustments under the Disability Standards for Education (Cwth 2005), and Student Support and Engagement Policy, academic requirements for this subject are articulated in the Subject Overview, Learning Outcomes, Assessment and Generic Skills sections of this entry.</p> <p>It is University policy to take all reasonable steps to minimise the impact of disability upon academic study, and reasonable adjustments will be made to enhance a student's participation in the University's programs. Students who feel their disability may impact on meeting the requirements of this subject are encouraged to discuss this matter with a Faculty Student Adviser and Student Equity and Disability Support: http://services.unimelb.edu.au/disability</p></p>
Coordinator:	Dr Belinda Allen
Subject Overview:	<p>This subject examines individual and collective human behaviour in and around issues of organisational change. The subject will cover a broad theoretical basis that assists in understanding how change at the employee, group and strategic levels affects individuals. Both the planned approach and emergent approach to change management will be considered. Topics to be covered include: drivers of change, the role of internal and external change agents, tools for successful change management, and the implementation and consequences of specific change initiatives.</p>
Objectives:	<p>On successful completion of this subject, students should be able to:</p> <ul style="list-style-type: none"> # Identify and evaluate theories & models that describe the relationship between individuals and organisational change; # Evaluate the manner in which research is conducted on the relationship between individuals in organisational change; # Synthesise and apply major theories and models to problems involving people and organisational change; # Develop, or improve, team-work skills.
Assessment:	A 2-hour end-of-semester examination (60%) and assignments not exceeding 3000 words (40%).
Prescribed Texts:	None
Recommended Texts:	To be advised.
Breadth Options:	This subject is not available as a breadth subject.
Fees Information:	Subject EFTSL, Level, Discipline & Census Date, http://enrolment.unimelb.edu.au/fees
Generic Skills:	On successful completion of this subject, students should have improved the following generic skills:

	<ul style="list-style-type: none"> # Problem solving skills and critical thinking skills will be fostered in the seminar program through case study work and critical appraisals of current research; # Verbal and written communication skills will be developed via the interactive nature of the seminar program and through a group assignment where student-groups will be required to deliver a presentation to the class that succeeds in communicating a series of points concisely and effectively; # Team-work skills will be developed or improved through the group assignment.
Related Course(s):	Master Of Applied Commerce (Management) Master of Applied Commerce (Human Resource Management) Master of Applied Commerce (Human Resource Management) Master of Applied Commerce (Organisational Change) Master of Applied Commerce (Organisational Change) Master of Business and Information Technology Master of Business and Information Technology Master of Engineering Management Master of Engineering Science (Engineering Management) Master of Human Resource Management Master of Management