

## 325-669 Managing Organisational Change

<b>Credit Points:</b>	12.500
<b>Level:</b>	Graduate/Postgraduate
<b>Dates &amp; Locations:</b>	2008, This subject commences in the following study period/s: Semester 1, - Taught on campus.
<b>Time Commitment:</b>	Contact Hours: 36 hours per semester (Semester 1). Total Time Commitment: Not available
<b>Prerequisites:</b>	None
<b>Corequisites:</b>	None
<b>Recommended Background Knowledge:</b>	None
<b>Non Allowed Subjects:</b>	None
<b>Core Participation Requirements:</b>	<p>&lt;p&gt;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.&lt;/p&gt; <p>&lt;p&gt;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: &lt;a href="http://services.unimelb.edu.au/disability"&gt;http://services.unimelb.edu.au/disability&lt;/a&gt;&lt;/p&gt;</p> </p>
<b>Coordinator:</b>	Professor C Hardy
<b>Subject Overview:</b>	This subject will explore different approaches to managing organisational change. These approaches will draw on a number of different theories of change, which may include organisation development, strategic change, organisational power and politics, organisational culture, leadership, and organisational discourse theory. The subject will evaluate and contrast different theories and consider their implications for change management. The subject will also examine issues related to resistance to change and explore some of the reasons why change attempts often fail.
<b>Assessment:</b>	A 2-hour examination (50%) and assignments not exceeding 4000 words (50%).
<b>Prescribed Texts:</b>	None
<b>Recommended Texts:</b>	To be advised.
<b>Breadth Options:</b>	This subject is not available as a breadth subject.
<b>Fees Information:</b>	Subject EFTSL, Level, Discipline & Census Date, <a href="http://enrolment.unimelb.edu.au/fees">http://enrolment.unimelb.edu.au/fees</a>
<b>Generic Skills:</b>	<p>On successful completion of this subject, students should be able to:</p> <ul style="list-style-type: none"> <li># Have knowledge and comprehension of different approaches to organisational change and their underlying assumptions and implications</li> <li># Be able to analyse and evaluate the underlying assumptions and implications for practice of the different approaches</li> <li># Be capable of applying different theories to real and hypothetical situations.</li> </ul> <p>On successful completion of this subject, students should have improved the following generic skills:</p> <ul style="list-style-type: none"> <li># Problem solving skills and critical thinking skills will be fostered in the subject through the discussion and written exercises, and the selection of reading material.</li> <li># Verbal and written communication skills will be developed through discussion and written exercises</li> </ul>

	# Research skills will be developed through the preparation of the written exercises
<b>Notes:</b>	This subject will be taught in the first half of the semester in an intensive mode.
<b>Related Course(s):</b>	Master Of Applied Commerce (Management) Master Of Applied Commerce (Management) Master of Applied Commerce (Business Analysis and Systems) Master of Applied Commerce (Business Analysis and Systems) Master of Applied Commerce (Organisational Change) Master of Applied Commerce (Organisational Change) Master of Business and Information Technology Master of Business and Information Technology