

## MGMT90022 Managing Organisational Change

<b>Credit Points:</b>	12.50
<b>Level:</b>	9 (Graduate/Postgraduate)
<b>Dates &amp; Locations:</b>	2011, Parkville This subject commences in the following study period/s: March, Parkville - Taught on campus.
<b>Time Commitment:</b>	Contact Hours: This intensive subject is taught over 36 hours Total Time Commitment: Approximately 2.5 hours of personal study per hour of class time is required to achieve a satisfactory level of performance
<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>	For the purposes of considering requests for Reasonable Adjustments under the Disability Standards for Education (Cwth 2005), and Students Experiencing Academic Disadvantage Policy, academic requirements for this subject are articulated in the Subject Description, Subject Objectives, Generic Skills and Assessment Requirements for this entry. The University is dedicated to provide support to those with special requirements. Further details on the disability support scheme can be found at the Disability Liaison Unit website: <a href="http://www.services.unimelb.edu.au/disability/">http://www.services.unimelb.edu.au/disability/</a>
<b>Coordinator:</b>	Prof Cynthia Hardy
<b>Contact:</b>	Graduate School of Business and Economics Level 4, 198 Berkeley Street Telephone: +61 3 8344 1670 <b>Online Enquiries</b> ( <a href="https://nexus.unimelb.edu.au/OnlineEnquiryForm.aspx?campaigncode=CMP-01311-VZ8293&amp;cssurl=https://nexus.unimelb.edu.au/cssfiles/gsbe.css&amp;redirecturl=http://www.gsbe.unimelb.edu.au/contactus/nexus/gsbe.html">https://nexus.unimelb.edu.au/OnlineEnquiryForm.aspx?campaigncode=CMP-01311-VZ8293&amp;cssurl=https://nexus.unimelb.edu.au/cssfiles/gsbe.css&amp;redirecturl=http://www.gsbe.unimelb.edu.au/contactus/nexus/gsbe.html</a> ) Web: <a href="http://www.gsbe.unimelb.edu.au">www.gsbe.unimelb.edu.au</a> ( <a href="http://www.gsbe.unimelb.edu.au">http://www.gsbe.unimelb.edu.au</a> )
<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>Objectives:</b>	On successful completion of this subject, students should be able to: <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>
<b>Assessment:</b>	2-hour examination (50%) Assignments not exceeding 4000 words (50%)
<b>Prescribed Texts:</b>	None
<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 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> <li># Research skills will be developed through the preparation of the written exercises.</li> </ul>
<b>Notes:</b>	This subject will be taught in the first half of the semester in an intensive mode.
<b>Related Course(s):</b>	<p>Graduate Certificate in Global People Management  Master of Applied Commerce (Business Analysis and Systems)  Master of Applied Commerce (Business Analysis and Systems)  Master of Applied Commerce (Management)  Master of Applied Commerce (Organisational Change)  Master of Business and Information Technology  Master of Business and Information Technology  Master of Management</p>
<b>Related Majors/Minors/ Specialisations:</b>	<p>Climate Change  Energy Efficiency Modelling and Implementation</p>