

## MGMT90025 People and 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: Semester 2, Parkville - Taught on campus.
<b>Time Commitment:</b>	Contact Hours: One 3-hour seminar per week 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>	Dr Belinda Allen
<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 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.
<b>Objectives:</b>	On successful completion of this subject, students should be able to: <ul style="list-style-type: none"> <li># Identify and evaluate theories &amp; models that describe the relationship between individuals and organisational change;</li> <li># Evaluate the manner in which research is conducted on the relationship between individuals in organisational change;</li> <li># Synthesise and apply major theories and models to problems involving people and organisational change;</li> <li># Develop, or improve, team-work skills.</li> </ul>
<b>Assessment:</b>	2-hour end-of-semester examination (50%) Assignments not exceeding 3000 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 seminar program through case study work and critical appraisals of current research;</li> <li># 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;</li> <li># Team-work skills will be developed or improved through the group assignment.</li> </ul>
<b>Related Course(s):</b>	<p>Graduate Certificate in Global People Management  Master of Applied Commerce (Human Resource Management)  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 Human Resource Management  Master of Management</p>