

MGMT90025 People and Change

Credit Points:	12.50
Level:	9 (Graduate/Postgraduate)
Dates & Locations:	This subject is not offered in 2014.
Time Commitment:	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
Prerequisites:	None
Corequisites:	None
Recommended Background Knowledge:	None
Non Allowed Subjects:	None
Core Participation Requirements:	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: http://www.services.unimelb.edu.au/disability/
Contact:	Email: erica.coslor@unimelb.edu.au (mailto:erica.coslor@unimelb.edu.au)
Subject Overview:	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.
Learning Outcomes:	On successful completion of this subject, students should be able to: <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:	2 hour end-of-semester exam (50%); 2 x 500 word individual case studies due in week of choice (10%); Team Contract of 300 words per team member, due in week 4 (5%); Team Request for Proposals/Request for Quotations Bid of 500 words per person, due in week 6 (10%); Team Case Analysis of 1,000 words per person, due in week 9 (15%); and Team Presentation of 200 words per person, due in week 10 (10%).
Prescribed Texts:	None
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:	<p>On successful completion of this subject, students should have improved the following generic skills:</p> <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):	<p>Master of Business and Information Technology Master of Commerce (Management) Master of Commerce (Marketing) Master of Human Resource Management Master of Management Master of Management Master of Management (Human Resources) Master of Management (Human Resources)</p>
Related Majors/Minors/ Specialisations:	<p>100 Point Master of Journalism 150 Point Master of Journalism 200 Point Master of Journalism</p>