

MGMT90025 People and Change

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| Credit Points: | 12.5 |
| Level: | 9 (Graduate/Postgraduate) |
| Dates & Locations: | 2015, Parkville This subject commences in the following study period/s: Semester 1, Parkville - Taught on campus. Semester 2, Parkville - Taught on campus. |
| 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/ |
| Coordinator: | Dr Erica Coslor, Mr Graham Dwyer |
| Contact: | Semester 1: erica.coslor@unimelb.edu.au (https://mce_host/faces/htdocs/erica.coslor@unimelb.edu.au%20) Semester 2: graham.dwyer@unimelb.edu.au (mailto:graham.dwyer@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; # Synthesise and apply major theories and models to problems involving people and organisational change; and # Develop, or improve, team-work skills. |
| Assessment: | 2 hour exam. Due end-of-semester (50%); Two 750 word case studies [total 1500 words] Due in weeks of choice (20%); Team project, totalling 1500 words per person. Due throughout the semester (20%); and Individual Participation (10%). |
| Prescribed Texts: | None |

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| 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 written assignments, 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; and # Team-work skills will be developed or improved through the group assignment. |
| Related Course(s): | Master of Business and Information Technology Master of Human Resource Management Master of Management Master of Management Master of Management (Human Resources) Master of Management (Human Resources) |
| Related Majors/Minors/ Specialisations: | 100 Point Master of Journalism 150 Point Master of Journalism 200 Point Master of Journalism |