ISYS90040 Managing Change for IS Professionals

Credit Points:	12.5
Level:	9 (Graduate/Postgraduate)
Dates & Locations:	2016, Parkville This subject commences in the following study period/s: Semester 2, Parkville - Taught on campus.
Time Commitment:	Contact Hours: 36 hours, comprising of one 3-hour seminar each week Total Time Commitment: 200 hours
Prerequisites:	Students who are enrolled in the two year 200 point Master of Information Systems must have completed 50 points of study to enrol in this subject.
Corequisites:	None
Recommended Background Knowledge:	None
Non Allowed Subjects:	None
Core Participation Requirements:	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. 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: http://services.unimelb.edu.au/disability
Coordinator:	Dr Sean Maynard
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Subject Overview:	**Aims** This elective subject focuses on the development and implementation of information systems as both a catalyst for, and a response to, organisational change. In this subject, the interrelationship between information systems and organisational change is examined from both theoretical and practical perspectives. Several change management theories and models are investigated in depth with an analysis of their applicability, benefits, risks and impacts. This subject supports course-level objectives by allowing students to develop analytical skills to understand the complexity of real-world work in organisations. It promotes innovative thinking around the deployment of existing and emerging information technologies. The subject contributes to the development of independent critical inquiry, analysis and reflection. **Indicative Content** This subject focuses on providing foundation understanding for the IS professional to understand and manage the impact of change from an IS project perspective. The interrelationship between IS and organisational change is examined from both the theoretical and practical perspectives and looks at the implications of change for the organisation, the individual and work groups. Topics discussed include: the need for effective change management, the relationship between IS and change, the adoption of technology, how to build successful project teams, various personality assessment models, the change management process and strategy.

Learning Outcomes:	**Intended Learning Outcomes (ILO)**
	On completion of this subject the student is expected to:
	1 Understand the reciprocal relationship between IS and organisational change
	2 Be aware of the importance of interpersonal relationships required by the role of an effective IS practitioner
	3 Be familiar with a range of change management theories and models
	4 Have the ability to develop a change management strategy
	5 Understand the change management issues involved in creating successful project outcomes
Assessment:	Leadership of a reading discussion (15%) of approximately 30 minutes duration due throughout the semester, requiring 20-22 hours of work. Intended Learning Outcomes (ILOs) 1 and 3 are addressed in the reading discussion. One group based research assignment (35%) with group of 3-5 group members of approximately 3500 words due towards the end of semester, requiring 45-50 hours of work per student. ILOs 3 to 5 are addressed in the group research assignment. One group based presentation of the reserach assignment (10%) with group of 3-5 group members approximately 20 minutes duration, requiring approximately 13-15 hours of work per student. ILOs 1 and 5 are addressed in the presentation. One written 2 hour closed book end of semester examination (40%). ILOs 1 to 5 are addressed in the examination.
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:	On completion of this subject students should have developed the following generic skills:
	# Analytical and interpretative skills, in diagnosing organisational issues
	# High-level analytical skills, through application of organisational change theory in a practical context
	# Problem solving skills using change management models
	# Team-work, through working on a group project
	# Report-writing skills; and
	# Presentation skills
Links to further information:	www.cis.unimelb.edu.au
Notes:	**Learning and Teaching Methods**
	The subject is delivered in weekly 3 hour seminars with each containing a lecture on theoretical concepts and student led presentation and discussion of relevant literature. The subject is supported by the University's Learning Management System which provides the repository for lecture and reading resources and facilitation of group assignment collaboration.
	Outside class students will study theory and cases through reading and continuing group research and report writing activities.
	Indicative Key Learning Resources
	Lecture Notes and required readings are made available through the University's Learning Management System.
	Careers/Industry Links
	Organisational change management is increasingly recognised as a critical success factor for organisations endeavouring to improve business practices through the adoption of technology. This subject is relevant to careers in information systems as it builds an understanding of the soft skills required in addition to technical knowledge to be successful as an IS professional. These soft skills are increasingly sought after by employers.
Related Course(s):	Doctor of Philosophy - Engineering
	Master of Engineering Management
	Master of Information Systems

	Master of Information Systems Master of Information Systems Master of Philosophy - Engineering Master of Science (Information Systems)
Related Majors/Minors/ Specialisations:	MIS Professional Specialisation MIS Research Specialisation