CHANGE MANAGEMENT IN ORGANISATIONS

This sample unit outline is provided by CHC for prospective and current students to assist with unit selection.

Elements of this outline which may change with subsequent offerings of the unit include Content, Required Texts, Recommended Readings and details of the Assessment Tasks.

Students who are currently enrolled in this unit should obtain the outline for the relevant semester from the unit lecturer.
<table>
<thead>
<tr>
<th><strong>Unit code</strong></th>
<th>BZ331</th>
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<tbody>
<tr>
<td><strong>Unit name</strong></td>
<td>Change Management in Organisations</td>
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</table>
| **Associated higher education awards** | Associate Degree in Business  
Bachelor of Business |
| **Duration** | One semester |
| **Level** | Advanced |
| **Unit Coordinator** | Andrew Johnson |
| **Core/Elective** | Elective - Associate Degree in Business  
Core - Bachelor of Business (major in Management)  
Elective - Bachelor of Business (other majors) |
| **Weighting** | Unit credit points: 10  
Course credit points: 160 - Associate Degree in Business  
240 - Bachelor of Business |
| **Student workload** | Face to face on site  
Contact hours 39  
Reading, study, and preparation 59  
Assignment preparation 52  
TOTAL 150  
| External  
Engagement with study materials 90  
Assignment preparation 60  
TOTAL 150  
| **Delivery mode** | Face to face on site  
External |
| **Prerequisites/Corequisites/Restrictions** | Prerequisite: BZ232 Leadership in Organisations  
Restriction: HB225 Leadership and Change Management |
| **Specialist resource requirements** | Nil |
### Recommended readings

**Books**


**Journals and Periodicals**

- *Journal of Leadership and Organizational Studies*
- *Leadership and Organization Development Journal*

In addition to the resources above, students should have access to a Bible, preferably a modern translation such as *The Holy Bible: The New International Version 2011* (NIV 2011) or *The Holy Bible: New King James Version* (NKJV). These and others translations may be accessed free on-line at [http://www.biblegateway.com](http://www.biblegateway.com). The Bible app from LifeChurch.tv is also available free for smart phones and tablet devices.

### Content

1. Change as a process
2. Nature of change
3. Role of the change agent
4. Organisation development: Entering, contracting and diagnosing
5. Information gathering
6. Designing interventions
7. Interventions: Interpersonal and technostructural
8. Interventions: Human resource management and strategic
9. Organisation transformation: Unplanned change and competitive strategies
10. Issues impacting change management: Action research
11. Moral and ethical issues arising in change management
12. Organisation development and discourse analysis
13. Resistance to change and review

### Learning outcomes

On completion of this unit, students will have demonstrated that they can:

1. Define and describe key concepts concerning organisational change and development;
2. Analyse general organisational contexts;
3. Discuss key change intervention skills in the contexts of both strategic change and unplanned change;
4. Integrate knowledge of change processes and organisation strategy;
5. Critically review concepts of organisational change;
6. Appraise moral and ethical issues which arise in the context of organisational change, with particular emphasis on Biblical Christian worldview; and
7. Communicate at an appropriate tertiary standard: with special attention to design elements, grammar, usage, logical relations, style, presentation and referencing.
<table>
<thead>
<tr>
<th>Assessment tasks</th>
<th>Task 1: Personal reflection on Business Foundations Conference OR Essay</th>
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<tbody>
<tr>
<td></td>
<td>Word Length/Duration: 1200 words</td>
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<td></td>
<td>Weighting: 20%</td>
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<td>Learning Outcomes: 6, 7</td>
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<td>Assessed: Week 7</td>
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<td>Task 2:</td>
<td>Business discussion paper and Oral presentation</td>
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<td>Word Length/Duration: 20% - Discussion paper</td>
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<td>10% - Oral presentation</td>
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<td>Weighting: 30%</td>
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<td>Learning Outcomes: 1-7</td>
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<td>Assessed: Week 12</td>
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<td>Task 3:</td>
<td>Final examination</td>
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<td>Weighting: 50%</td>
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<td>Learning Outcomes: 1-6</td>
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<td>Assessed: Week 15</td>
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