The University of Southern Queensland
Course Specification

Description: Managing Organisational Change

<table>
<thead>
<tr>
<th>Subject</th>
<th>Cat-Nbr</th>
<th>Class</th>
<th>Term</th>
<th>Mode</th>
<th>Units</th>
<th>Campus</th>
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<td>MGT</td>
<td>8033</td>
<td>10288</td>
<td>1, 2002</td>
<td>WEB</td>
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Academic Group: FOBUS
Academic Org: FOB003
HECS Band: 2
ASCED Code: 080307

STAFFING
Examiner: Bruce Millett
Moderator: Don Smith

SYNOPSIS
One of the major contemporary issues facing management is the management of strategic change. It is essential that graduate managers be familiar with and develop skills in this important area. More than ever before, managers need to focus on the continuous renewal of their organisation's core competencies, capabilities and knowledge assets. Managers not only need to know how to change the organisation for improvement but also be more sensitive to ability to change themselves. In this course students will be required to: show an understanding of those factors that affect and enhance prospects for planned organisational change; achieve a perspective on the conceptual foundations of organisation change; and show an understanding of the processes and many of the strategies and techniques which can be applied to increase organisational and managerial effectiveness; and demonstrate their ability to take part in or evaluate effectively some significant aspects of an organisational change programme, in a context familiar and meaningful to them.

OBJECTIVES
Completion of this course will enable the student to:

- show an understanding of those factors that affect and enhance prospects for planned organisational change;
- achieve a perspective on the conceptual foundations of organisation change;
- show understanding of the processes and many of the strategies and techniques which can be applied to increase organisational and managerial effectiveness; and
- demonstrate an ability to take part in or evaluate effectively some significant aspects of an organisational change programme, in a context familiar and meaningful to them.
TOPICS

<table>
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<tr>
<td>1. THE NATURE OF CHANGE MANAGEMENT</td>
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<tr>
<td>2. MANAGING THE CHANGE PROCESS</td>
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<tr>
<td>3. KEY CHANGE LEVERS</td>
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<tr>
<td>4. CHANGE MANAGEMENT ISSUES</td>
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TEXT and MATERIALS required to be PURCHASED or ACCESSED:

Books can be ordered by fax or telephone. For costs and further details use the 'Book Search' facility at http://bookshop.usq.edu.au by entering the author or title of the text.


REFERENCE MATERIALS

Reference materials are materials that, if accessed by students, may improve their knowledge and understanding of the material in the course and enrich their learning experience.


**STUDENT WORKLOAD REQUIREMENTS**

<table>
<thead>
<tr>
<th>ACTIVITY</th>
<th>HOURS</th>
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<tr>
<td>Private Study</td>
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**ASSESSMENT DETAILS**

<table>
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<tr>
<th>Description</th>
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<th>Wtg(%)</th>
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<tr>
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<td>(see note 1)</td>
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<td>(see note 3)</td>
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</table>

**NOTES:**
1. Further details about the due dates are detailed in the assessment section of the Course Specifications.
2. Further details about the due dates are detailed in the assessment section of the Course Specifications.
3. Further details about the due dates are detailed in the assessment section of the Course Specifications.

**OTHER REQUIREMENTS**

1. To obtain a pass in this course, students must obtain a pass in aggregate in the assignments. There must be an overall pass in each of the assignments and the pass mark is 50%. There is no examination to be passed. Further information regarding assessment of the course may be found in the Introductory Book.
2. The due date of an assignment is the date by which a student must despatch the assignment to the University, and is normally that defined in the relevant course specification. The onus is on the student to provide, if requested, proof of date of despatch.
3. Students should organise their affairs to ensure that they meet due dates for all assignments. Extensions will be granted only under exceptional extenuating circumstances, normally involving a significant medical condition.
4. Students may apply for an assignment extension either by application through DEC before the due date or by including application with the submitted assignment after the due date. Such applications should be in writing and include supporting documentary evidence. The authority for granting extensions rests with the relevant Course Leader.
5. All assignments despatched after due dates without appropriate extension approvals or after approved extension dates will be penalised up to a maximum of 20% of the assigned mark per work day.
Students must retain a copy of all assignments which must be provided if/when required by the Course Leader.