



MGT301 CHANGE MANAGEMENT T320 Brief

All information in the Subject Outline is correct at the time of approval. KOI reserves the right to make changes to the Subject Outline if they become necessary. Any changes require the approval of the KOI Academic Board and will be formally advised to those students who may be affected by email and via Moodle.

Information contained within this Subject Outline applies to students enrolled in the trimester as indicated

1. General Information

1.1 Administrative Details

Associated HE Award(s)	Duration	Level	Subject Coordinator
B Bus (Accg); B Bus (Mgt & Finance)	1 trimester	Level 3	Katrina Wing katrina.wing@koi.edu.au P: 92833583 L: Level 1, 545 Kent St. Consultation: via Moodle or by appointment.

1.2 Core / Elective

This is an elective subject for B Bus (Accg) and B Bus (Mgt & Finance)

1.3 Subject Weighting

Indicated below is the weighting of this subject and the total course points.

Subject Credit Points	Total Course Credit Points
4	BBus(Accg) 96; BBus (Mgt & Finance) 96

1.4 Student Workload

Indicated below is the expected student workload per week for this subject.

No. timetabled hours/week*	No. personal study hours/week**	Total workload hours/week***
4 hours/week (2 hour Lecture + 2 hour Tutorial)	6 hours/week	10 hours/week

* Total time spent per week at lectures and tutorials

** Total time students are expected to spend per week in studying, completing assignments, etc.

*** Combination of timetable hours and personal study.

1.5 Mode of Delivery Blended, that is face-to-face/online

1.6 Pre-requisites MGT200 Organisational Behaviour

1.7 General Study and Resource Requirements

- Students are expected to attend classes with the required textbook and to read specific chapters prior to the tutorials. Students should read this material before coming to class to improve their ability to participate in weekly activities.
- Students will require access to the internet and their KOI email and should have basic skills in word processing software such as MS Word, spreadsheet software such as MS Excel and visual presentation software such as MS PowerPoint.
- Computers and WIFI facilities are extensively available for student use throughout KOI. Students are encouraged to make use of the campus Library for reference materials.

Resource requirements specific to this subject: There are no specific resources required for this subject

2. Academic Details









2.1 Overview of the Subject

This subject deals with the environmental and organisational sources of change, the theoretical frameworks and models of organisational change, the analytical tools used to identify and understand them and to identify what can go wrong when organisations implement change. It also looks at techniques to develop sound managerial responses for effective and sustainable management of change.

2.2 Graduate Attributes for Undergraduate Courses

Graduates of the *Bachelor of Business (Accounting)*, and the *Bachelor of Business (Management and Finance)* courses from King's Own Institute will achieve the graduate attributes expected from successful completion of a Bachelor's degree under the Australian Qualifications Framework (2nd edition, January 2013). Graduates at this level will be able to apply an advanced body of knowledge in a range of contexts for professional practice or scholarship and as a pathway for further learning.

King's Own Institute's key generic graduate attributes for a bachelor's level degree are summarised below:

	KOI Bachelor Degree Graduate Attributes	Detailed Description
	Knowledge	Current, comprehensive and coherent knowledge
	Critical Thinking	Critical thinking and creative skills to analyse and synthesise information and evaluate new problems
	Communication	Communication skills for effective reading, writing, listening and presenting in varied modes and contexts and for transferring knowledge and skills to a variety of audiences
	Information Literacy	Information and technological skills for accessing, evaluating, managing and using information professionally
	Problem Solving Skills	Skills to apply logical and creative thinking to solve problems and evaluate solutions
	Ethical and Cultural Sensitivity	Appreciation of ethical principles, cultural sensitivity and social responsibility, both personally and professionally
	Teamwork	Leaderships and teamwork skills to collaborate, inspire colleagues and manage responsibly with positive results
	Professional Skills	Professional skills to exercise judgement in planning, problem solving and decision making


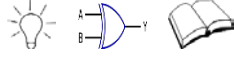


Across the course, these skills are developed progressively at three levels:

- **Level 1 Foundation** – Students learn the basic skills, theories and techniques of the subject and apply them in basic, stand-alone contexts.
- **Level 2 Intermediate** – Students further develop skills, theories and techniques of the subject and apply them in more complex contexts, beginning to integrate the application with other subjects.
- **Level 3 Advanced** – Students have a demonstrated ability to plan, research and apply the skills, theories and techniques of the subject in complex situations, integrating the subject content with a range of other subject disciplines within the context of the course.

2.3 Subject Learning Outcomes

This is a Level 3 subject.

Listed below, are key knowledge and skills students are expected to attain by successfully completing this subject:

Subject Learning Outcomes	Contribution to Graduate Attributes
(a) Evaluate and apply various models of change through assessing their viability within differing contexts and cases	
(b) Analyse the role of management and leadership in effective change	
(c) Evaluate potential change interventions, select appropriate approaches and develop plans for change	
(d) Synthesise and critique change research literature to consider the ambiguity and complexity of change.	

2.4 Subject Content and Structure

Below are details of the subject content and how it is structured, including specific topics covered in lectures and tutorials. Reading refers to the text unless otherwise indicated.

Weekly Planner:

Week (beginning)	Topic covered in each week's lecture	Reading(s) Chapters	Expected work as listed in Moodle
1 02 Nov	Introduction to management of change in organisations/	Ch 1	Tutorial exercises
2 09 Nov	Perspectives on managing change Strategy and change	Ch 2	Assessment 1 discussion Tutorial exercises
3 16 Nov	Strategy and change	Ch 3	Tutorial exercises
4 23 Nov	Change tools	Ch 4	Tutorial exercises
5 30 Nov	New forms of organisation	Ch 5	Tutorial exercises
6 07 Dec	Leadership for change	Ch 6	Tutorial exercises Assessment 1 due
7 14 Dec	H.R Management and organisational change	Ch 7	Tutorial exercises
20 Dec 2020 – 03 Jan 2021	Mid trimester break		
8 04 Jan	Power and resistance to change	Ch 8	Tutorial exercises
9 11 Jan	Measuring, monitoring and maintaining change	Ch 9	Tutorial exercises
10 18 Jan	Change and sustainability Part A	Ch 10	Tutorial exercises Assessment 2 due

11 25 Jan	Change and sustainability Part B	Ch 10	Tutorial exercises
12 01 Feb	Future directions and challenges		Tutorial exercises
13 07 Feb	Study review week		
14 15 Feb	Final Exam Week	Please see Exam Timetable for exam date, time and location	
15 21 Feb	Student Vacation begins Enrolments for T121 open		
16 02 Mar	Results Released 02 Mar 2021 Certification of Grades 05 Mar 2021		
T121 begins 09 Mar 2021			
1 08 Mar	Week 1 of classes for T121 Friday 05 Mar 2021 – Review of Grade Day for T320 – see Sections 2.6 and 3.2 below for more information.		

2.7 Teaching Methods/Strategies

Briefly described below are the teaching methods/strategies used in this subject:

- *Lectures* (2 hours/week) are conducted in seminar style and address the subject content, provide motivation and context and draw on the students' experience and preparatory reading.
- *Tutorials* (2 hours/week) include class discussion of case studies and research papers, practice sets and problem-solving and syndicate work on group projects. Tutorials often include group exercises and so contribute to the development of teamwork skills and cultural understanding. Tutorial participation is an essential component of the subject and contributes to the development of many of the graduate attributes (see section 2.2 above). Tutorial participation contributes towards the assessment in many subjects (see details in Section 3.1 for this subject). Supplementary tutorial material such as case studies, recommended readings, review questions etc. will be made available each week in Moodle.
- *Online* teaching resources include class materials, readings, model answers to assignments and exercises and discussion boards. All online materials for this subject as provided by KOI will be found in the Moodle page for this subject. Students should access Moodle regularly as material may be updated at any time during the trimester
- *Other contact* - academic staff may also contact students either via Moodle messaging, or via email to the email address provided to KOI on enrolment.

2.8 Student Assessment

Provided below is a schedule of formal assessment tasks and major examinations for the subject.

Assessment Type	When Assessed	Weighting	Learning Outcomes Assessed
Assessment 1: Research report – individual assessment (2000 words)	Week 6	20%	a, c, d
Assessment 2: Case Study – individual assessment (2500 words)	Week 10	30%	a, b, c
Assessment 3: Final examination (2,5 hours plus 10 minutes reading time)	Final Exam Period	50%	a, b, c, d

Requirements to Pass the Subject:

To gain a pass or better in this subject, students must gain a *minimum of 50%* of the total available subject marks.

2.9 Prescribed Readings

Prescribed Text:

Graetz, F., Rimmer, M., Smith, A. and Lawrence, A., 2011. *Managing organisational change*. [e-book] 3rd ed. Milton: John Wiley and Sons. Available from: ProQuest Ebook Central.