Change in Organisation - Leadership and Management
Förändring i Organisation - Ledning och styrning
7.5 credits
7.5 högskolepoäng

Ladok Code: A1FO1A
Version: 3.0
Established by: Education Committee 2015-06-17
Valid from: Autumn 2015

Education Cycle: First cycle
Main Field of Study (Progressive Specialisation): Business Administration (G1N), Informatics (G1N)
Disciplinary Domain: Social sciences
Prerequisites: General entry requirements
Subject Area: Business Administration
Grading Scale: Seven-degree grading scale (A-F)

Content
The course is about change in a work activity/organization. Different views on change are dealt with. Within the course, sub areas of industrial organizational psychology at individual, group and organizational level are attended, inter alia motivation, conditions for inclination to change and resistance to change. Also change supported by IT as well as the organizational impact of change of IT-systems are attended. Different models for and views on change management are discussed.

Learning Outcomes
The student shall after the course be able to:

Knowledge and Understanding
1. describe some different models of change management and critical aspects on these,
2. critically give account of different views on change,
3. describe the use of IT in Change Activities and respectively effects of changed IT-systems,
4. describe and analyze the reception of change management by employees at individual, group and organization levels,
5. discern and analyze resistance and defence against change at individual, group and organization levels,
6. discern different meta theoretical aspects of change in organization,

Capabilities and Skills
7. participate in a common project work,
8. continuously report progress in a project organization orally and report the final result orally and in writing,
9. use an established type of academic writing,

Judgement and approach
10. determine the impact on change management of different choices of scientific approaches,
11. determine the governing principles of change of IT-systems and/or change supported by IT and
12. evaluate strategies for change in relation to established theory in the actual area of knowledge

Forms of Teaching
The work modes are project work and lectures. The project work includes a group carrying through the project assignment, planning and follow up meetings with representatives from the project teams and the course management with the other participants as observers.

Forms of Examination
The course is examined by:
Written exam - (Learning outcomes 1-6, 11 and 12) 3.5 cr. Grading Scale: E7 except D-E.
Project work - (Learning outcomes 1, 3-5, 7-11) 4 cr. Grading scale E7.

The total grading of the course is based on the written and oral presentation of the project work and the written exam. The project work is graded with A-C, Fx and F. The written exam is graded with A-F. A total of C-E requires at least C for the project work and C-E on the written exam, the result of the written exam decides the final grade. A total of A on the whole course requires at least B on the project work and A on the written exam. For B on the whole course requires B on the project work and the written exam or at least C on the project work and A on the written exam.

Student rights and obligations at examination are in accordance with guidelines and rules for University of Borås.

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Literature and Other Teaching Methods
Cameron, E. & Green, M., (2012), Making sense of change management, a complete guide to the models, tools & techniques of organizational change, Kogan Page, 491 pp., paperback or E-book


Articles and other material needed by the project work.

Student Influence and Evaluation
The Course is evaluated in accordance with current regulation for course evaluations at University of Borås, where the opinions from the students are collected. The results of the evaluation will be published and will be fed back to current and future students in accordance with the regulation mentioned and will contribute to future course and programme development.

Miscellaneous
The working language is English.