

H8MGC: Management of Change

Module Code:	H8MGC
Long Title	Management of Change APPROVED
Title	Management of Change
Module Level:	LEVEL 8
EQF Level:	6
EHEA Level:	First Cycle
Credits:	5
Module Coordinator:	RON ELLIOTT
Module Author:	EUGENE O'LOUGHLIN
Departments:	School of Business
Specifications of the qualifications and experience required of staff	
Learning Outcomes	
<i>On successful completion of this module the learner will be able to:</i>	
#	Learning Outcome Description
LO1	Select and use appropriate Change Management concepts, strategies, processes, tools and techniques to improve organisational and departmental effectiveness
LO2	Develop a critical stance on the issues that contribute to the resistance to change in an organisational context
LO3	Facilitate change management initiatives in a range of organisational setting
LO4	Implement a range of change management principles and develop ethical leadership skills that will enhance themselves and the organisations they operate in
Dependencies	
Module Recommendations	
No recommendations listed	
Co-requisite Modules	
No Co-requisite modules listed	
Entry requirements	

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Module Content & Assessment			
Indicative Content			
The context and meaning of change (10%): • International context of change • Globalization and change • Demographics and change • Work patterns and change			
Organisations and their changing environments (10%) • Triggers of change • Organisational response to change			
The nature of organisational change (20%) • Types of change • Predictable change • Diagnosing change situations			
Organisational structure and change (20%) • What is organisation structure • Influences of structure • Organisational structure and change			
Organisational culture and change (10%) • Informal organisation • Meaning of culture • The source of organisational culture • Changing organisational culture to bring about change			
The politics of change (10%) • Organisational politics • Power in organisations • Politics , power and conflict Ethics			
Leadership of change (20%) • Management and Leadership • Approaches to leadership • Leadership in times of change			
Assessment Breakdown	%		
Coursework	100.00%		
Assessments			
Full Time			
Coursework			
Assessment Type:	Assignment	% of total:	40
Assessment Date:	Sem 1 End	Outcome addressed:	1,2,3,4
Non-Marked:	No		
Assessment Description: Students will be required to produce a written project of 2,500 to 3,000 words (+/-10%) that will test their knowledge of issues involved in the management of change and their understanding of how barriers and resistance can be overcome. Students will indicate how change may be implemented and demonstrate how they can initiate, participate in or react to change. They will be offered a choice of three project topics from which they can select the one which is most relevant to their own business or working environment.			
Assessment Type:	Project	% of total:	60
Assessment Date:	n/a	Outcome addressed:	1,2,3,4
Non-Marked:	No		
Assessment Description: To reflect the integration of learning inherent in a level 8 programme, an integrative assessment ranging across the three modules has been introduced in the programme. This takes the form of a case study or research project which requires learners to demonstrate their ability to develop cross-disciplinary solutions to the problems raised in the case study or research project. Learners will be marked on their integrative abilities and demonstration of subject specific knowledge (LO1 – LO4). This piece of work constitutes part of the continuous assessment component of the following three modules: 1. Management of Change 2. Business Systems Analysis 3. Communications and Consultancy			
No End of Module Assessment			
No Workplace Assessment			
Reassessment Requirement			
Repeat failed items <i>The student must repeat any item failed</i>			

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Module Workload				
Module Target Workload Hours 0 Hours				
Workload: Part Time				
<i>Workload Type</i>	<i>Workload Description</i>	<i>Hours</i>	<i>Frequency</i>	<i>Average Weekly Learner Workload</i>
Lecture	Lecture	21	Per 15 week block	1.40
Independent Learning	Independent Learning	104	Per 15 week block	6.93
Total Weekly Contact Hours				1.40

Module Resources

Recommended Book Resources

edited by Warren G. Bennis... [et al.]. The Planning of change, Holt, New York, [ISBN: 0030895189].

Rosabeth Moss Kanter. (1983), The change masters, Simon and Schuster, New York, [ISBN: 0671428020].

Supplementary Book Resources

Spencer Johnson. Who Moved My Cheese? : Braille Edition, Natl Braille Pr, p.70, [ISBN: 9780939173457].

Barbara Senior. (2002), Organisational change, Financial Times Prentice Hall, Harlow, [ISBN: 0273651536].

edited by Christopher Mabey and Bill Mayon-White. (1993), Managing change, Paul Chapman in association with the Open University, London, [ISBN: 1853962260].

Andrew Leigh and Mike Walters. Effective change, Institute of Personnel And Development, 1998., [ISBN: 085292741X].

Bill Mayon-White (Editor). Planning and Managing Change, SAGE Publications Inc, [ISBN: 1853960535].

Todd D Jick, Maury Peiperl. Managing Change, McGraw-Hill/Irwin, p.512, [ISBN: 0073102741].

John Hayes. The Theory and Practice of Change Management, [ISBN: 1137275340].

This module does not have any article/paper resources

This module does not have any other resources

Discussion Note: