

Subject Code: 1MS2020371

Subject Title: Change Management

1. Course Objectives and Outline:

- Developing basic understanding and fundamental knowledge of the models and theories of change management.
- To improve the student's self-confidence to use change management tools and models to design appropriate change plans for their workplace.

2. Teaching Scheme (Hours per week)

Lecture (Hrs.)	Tutorial	Practical	Credit	Evaluation Scheme (Marks)		Total
				University Assessment	Internal Assessment	
4	-	-	4	60 Marks	40 Marks	100 Marks

3. Syllabus

Module No.	Contents	Total Hours	Weight
1	Understanding Organizational Transformation, Transformation Strategies, Process of Organizational Transformation, Nature of Organizational Change, Perspectives of Organizational Change. Models of Organizational Change, Need for Communicating Change, Factors Involved in Communicating Change, Methods and Techniques for Communicating Change, Role of Top Management in Communicating Change	12	25%
2	Change Management Process, Phases of the Change Management Process, Change Management Process Control Concept of Resistance to Change, Forms of Resistance, Reactions to Change, Resistance to Organizational Change Initiatives, Techniques to Overcome Resistance, Implementation of Change, Developing an Implementation Plan, Gaining Support and Involvement of Key People, Developing Enabling Organizational Structures	12	25%

3	Strategies for Implementing Change, Formulating and Facilitating Change, Facilitating Change, Implementing Change, Visionary Leadership, Leadership Framework, Creating Shared Vision, Role of Leaders in the Phases of Organizational Change, Maintaining Organizational Effectiveness	12	25%
4	Concept of Monitoring and Evaluation, Measurement and Methods of Evaluation, Feedback Process, Continuous Incremental Change, Concept of Change Agents, Types of Change Agents, Role and Competencies of a Change Agent, Change Agent Styles, Areas that Change Agents can Change Culture and Change, Individual Change, Organizational Learning and Learning Organization	12	25%

4. Course Pedagogy

The pedagogy of the subject involves Lectures, Case Discussions, Assignments on various pay practices in corporate.

5. Suggested Readings

a. Books

- 1 Change Management: Concept & Applications by Radha Sharma, The McGraw hill companies
- 2 The Theory and Practice of Change Management, by Hayes, J., Palgrave Macmillan, London
- 3 Organization Change and Development by Kavita Singh, Excel Book India
- 4 Management of Change and Organization Development: Innovative Approaches and Strategies by S.K.Bhatia, Deep & Deep Publications Pvt. Ltd

b. Journals/Magazines

- Journal of Management Development by Emerald.
- Journal of Organizational Change Management by Emerald.
- The International Journal of Human Resource Management by Taylor & Francis
- The Human Resource Management Review (HRMR) by Elsevier

6. Evaluation Scheme

Sr. No.	Component	Weight
1	University Examination	60%
2	Internal Assessment -Depending on the need and objectives of the subject, internal assessment should include minimum three of the following sub-components; <i>Class Test, Quiz, Assignments, Class Participation, Projects, Team/Individual Assignments.</i> -The weightage of a sub-component should not exceed 50% of internal assessment component weight. - The bifurcation of sub-components shall be communicated by the instructor before commencement of the academic sessions.	40%