

Branch Name:	MANAGEMENT(Human Resource Management)
Program Code:	MS301
Course Name:	Change Management
Course Code:	2MS3010771T
Pre-requisite Course:	Principles of Management, Organizational Behaviour

Course Objectives:

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

Teaching and Examination Scheme:

Teaching Scheme (Hours per week)				Evaluation Scheme (Marks)				
Lecture (L)	Tutorial (T)	Practical (P)	Credit	Theory (Marks)		Practical (Marks)		Total (Marks)
				University Assessment	Continuous Assessment	University Assessment	Continuous Assessment	
4	-	-	4	60	40	-	-	100

Subject Contents:

Sr. No.	Topic	Total Hours	Weightage (%)
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	10	20%
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	10	20%
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	10	20%
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	10	20%
5	Relationship between organizational Change and Organizational Development. Recent trends in Organizational Change	08	20%

Text Books:

1. Management of Change and Organization Development: Innovative Approaches and Strategies by S.K.Bhatia, Deep & Deep Publications Pvt. Ltd

Reference Books:

1. The Theory and Practice of Change Management, by Hayes, J., Palgrave Macmillan, London
2. Organization Change and Development by Kavita Singh, Excel Book India
3. Change Management: Concept & Applications by Radha Sharma, The McGraw hill companies

List of 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

LAB/Practical

1. Expert talk from CEO's can be arranged for students to understand Strategies for Implementing the Change.

Course Learning Outcomes (CLO): On completion of this course, the students will be able to:

CLO	Description	Bloom's Taxonomy Level
CLO1	To understand Organizational Transformation Strategies	2 Understanding
CLO2	To understand Change Management Process and its Phases	1 Remembering, 2 Understanding
CLO3	To state the Concept of Resistance to Change and Techniques to Overcome Resistance	1 Remembering
CLO4	To apply Leadership Framework and Maintaining Organizational Effectiveness	3 Applying, 4 Evaluate
CLO5	To implement the Concept of Monitoring and Evaluation, and apply Measurement and Methods of Evaluation	4, 5 Evaluate, Analyze
CLO6	To develop Continuous Incremental Change	6 Creating

Mapping of CLOs with Pos & PSOs

Course Learning Outcomes	Program Outcomes (POs)								Program Specific Outcomes (PSOs)	
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PSO1	PSO2
CLO1	H	M		L		H	M			
CLO2	M	H				L	M	M		M
CLO3			L	M					M	
CLO4		H	M					M		
CLO5		M	H		M		L			M
CLO6	H				L	M		M		

H: High, M: Medium, L: Low
