

COURSE SYLLABUS

CHANGE MANAGEMENT

(name of the course)

Degree of higher education second (master)

Specialty 073 Management

Educational program Innovation management, Financial and economic security of business entities

Course status – compulsory.

Course instructor – Head of the Department of Management and Public Administration

Kasych Alla

1. Course description

Semester(s): 1.

Scope: total number of hours – 90 including: lectures – 12 hours, laboratory/ practical/ seminar – 12 hours, independent work – 66 hours; number of ECTS credits – 3.

Course objectives – mastering competencies/abilities acquiring knowledge about the nature and essence of changes that occur in the organization; ways to manage change at different levels of the organization and taking into account the life cycle; the relationship between change management and the development of an organization's competitiveness.

Learning outcomes of the course:

know: special conceptual provisions for change management using the latest developments in this field, which are the basis for original thinking and the formation of management decisions based on the level of risk;

be able: apply theories and management models of individual, collective and organizational change, determine the need for them; implement a program of organizational change and develop measures to overcome resistance to change at the level of individuals, teams and the organization as a whole; identify critical aspects of the organization in the analysis of specific areas of its activities, suggest and justify ways to improve them, which requires updating and integration of knowledge, often in conditions of incomplete / insufficient information and conflicting requirements of different levels of government;

able to demonstrate: the ability to choose the forms and methods of necessary changes; ability to use different ways of resolving conflict situations in the organization; ability to independently make complex management decisions in the field of change management in the enterprise under unforeseen circumstances, including in the conditions of limited access to the information, with use of scientific methods of management to form offers concerning the further development of the enterprise;

have the skills: application of modern models of analysis to the diagnosis of internal changes in the enterprise; motivation of individual changes in the context of the implementation of the necessary organizational changes; on the development of leadership potential, entrepreneurship and the ability to take justified risks;

solve independently: problems of overcoming negative organizational changes; situations of changing conditions that determine organizational change; tasks of work planning, explanation of the choice of decisions on the basis of reconstruction of situations of organizational changes.

Required educational components (prerequisites, co-requisites, post-requisites): management of innovative projects, strategic management of innovative development, creative management.

Course content: Topic 1. Theoretical foundations of change management. Topic 2. Individual changes. Topic 3. Team changes. Topic 4. Organizational changes. Topic 5. Models, methods and mechanisms of change management. Topic 6. Features of change management at the stages of the life cycle of the enterprise. Topic 7. The role of leadership in change management. Topic 8. Development of the organization in modern conditions and problems of change resistance

management. Topic 9. Structural changes. Topic 10. Management of strategic changes in the organization.

Forms of final control: exam (semester 1).

Tools for diagnosing learning success: individual tasks, namely: presentations, essays, calculation works, exercises, tasks, tests, etc., questions for current/thematic/final control.

Language of instruction: Ukrainian, English.

2. Assessment

Distribution of points received by applicants for higher education

Ongoing assessment and independent work											MC	Exam	Total
T1	T2	T3	T4	T5	Presentations	T6	T7	T8	T9	T10			
5	6	8	11	3	10	11	6	11	6	7	10	10	100

Distribution of points in the course

Види оцінювання	T1	T2	T3	T4	T5	T6	T7	T8	T9	T10	Total
Speech at a practical lesson	2	3		3		3	3	3	3		20
Individual tasks (creative works, exercises, situational tasks)	3	3	3	3	3	3	3	3	3	3	30
Presentations, essays			5	5		5		5			20
Ongoing control (by topics)	10					10					20
Modular control											10
Total in the course											100

Exam evaluation criteria:

Written exam – 10 points, including: testing – 3 points, full answer to a theoretical question – 3 points, solving a practical situation – 4 points.

Compliance with the scales for assessing the quality of learning material

Score on the national scale	Points	Assessment on the ECTS scale	Definition
excellent / passed	90-100	A	Excellent (outstanding performance without errors)
good / passed	82-89	B	Very good (above the average standard but with minor errors)
	74-81	C	Good (generally sound work with some errors)
satisfactory / passed	64-73	D	Satisfactory (fair but with significant shortcomings)
	60-63	E	Fair (performance meets the minimum criteria)
unsatisfactory / failed	35-59	FX	Fail (some more work required before the credit can be awarded)
	0-34	F	Fail (considerable further work is required)

3. Course policy: mandatory observance of academic integrity by students, namely:

- independent performance of all types of work, tasks, forms of control provided by the work program of this discipline;
- links to sources of information in the case of the use of ideas, developments, statements, information;
- compliance with the legislation on copyright and related rights;
- providing reliable information about the results of their own educational (scientific, creative) activities, used research methods and sources of information.

3.2. Attendance (online or offline) of practical classes and performance of all types of activities provided for in the work program is mandatory.

3.3. Obtaining a minimum grade in the discipline (60 points) is possible subject to practical work, situational exercises, calculation work and presentations in full and passing the boundary and modular control.

3.4. In case of detection of academic dishonesty, plagiarism, the student is obliged to perform the task again in compliance with the established requirements.

3.5. In case of late performance of works (without good reasons) the assessment for the relevant type of work is reduced by one point for each overdue school week.

3.6. Postponement of the deadline for submission of works / transfer is possible for valid reasons (hospital, academic mobility), which is confirmed by the relevant document (certificate).