



MGMT3017

Managing Change in Organisations

Session 2, Special circumstance 2020

Department of Management

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Disclaimer

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Notice

As part of [Phase 3 of our return to campus plan](#), most units will now run tutorials, seminars and other small group learning activities on campus for the second half-year, while keeping an online version available for those students unable to return or those who choose to continue their studies online.

To check the availability of face-to-face and online activities for your unit, please go to [timetable viewer](#). To check detailed information on unit assessments visit your unit's iLearn space or consult your unit convenor.

General Information

Unit convenor and teaching staff Unit Convenor Max Ganzin max.ganzin@mq.edu.au
Credit points 10
Prerequisites ((HRM201 or MGMT2040) and (HRM250 or MGMT2050)) or ((BBA310 or MGMT2010) and MGMT2018)
Corequisites
Co-badged status
Unit description This unit examines contemporary change management and sustainability theories with a focus on how they are applied in practice. Topics covered include leadership, power/ politics and strategy as they pertain to organisational change initiatives, in addition to measuring change initiatives and innovation. The case study method is extensively used in this unit to allow students to appreciate the interconnectedness of an organisation's systems and develop their problem-solving skills by proposing solutions to complex problems. Change managers are invited to give guest lectures to reinforce the nexus between theory and practice.

Important Academic Dates

Information about important academic dates including deadlines for withdrawing from units are available at <https://www.mq.edu.au/study/calendar-of-dates>

Learning Outcomes

On successful completion of this unit, you will be able to:

- ULO1:** Analyse and describe the theories, models, and empirical research regarding organisational change.
- ULO2:** Apply organisational change concepts to case studies so as to examine the nexus between theory and practice, both as an individual and as a team.
- ULO3:** Critically analyse the pressures organisations face to explore new areas for growth while maintaining existing ones.

General Assessment Information

Late Assessment Policy:

Late assessment submissions must be submitted through the appropriate submission link in [iLearn](#). No extensions will be granted unless an application for [Special Consideration](#) is made and approved. There will be a **deduction of 10%** of the total available marks made from the total awarded mark for each **24 hour period** or part thereof that the submission is late. Late submissions will not be accepted after solutions have been discussed and/or made available.

Note: applications for [Special Consideration Policy](#) must be made within 5 (five) business days of the due date and time.

Assessment Tasks

Name	Weighting	Hurdle	Due
Essay	40%	No	Week 7
Group report and individual presentation	20%	No	Weeks 8-12
Individual Case Study Analysis	40%	No	Week 13

Essay

Assessment Type ¹: Essay

Indicative Time on Task ²: 20 hours

Due: **Week 7**

Weighting: **40%**

The purpose of this assessment is to respond to a specific question regarding change management by developing an argument which is based on evidence and critical reasoning. This assessment gives you the opportunity to develop and apply critical thinking regarding change in organisations using concepts, theory and research evidence. Word limit is up to 3,000.

On successful completion you will be able to:

- Analyse and describe the theories, models, and empirical research regarding organisational change.
- Critically analyse the pressures organisations face to explore new areas for growth while maintaining existing ones.

Group report and individual presentation

Assessment Type ¹: Presentation

Indicative Time on Task ²: 15 hours

Due: **Weeks 8-12**

Weighting: **20%**

The purpose of this assessment is to develop your skills in team building and case analysis and to provide you with the opportunity to develop competent collaboration skills. The group presentation consists of 2 components – a collective report of 1,500 words (10%) and individual presentation of up to 5 minutes (10%).

On successful completion you will be able to:

- Analyse and describe the theories, models, and empirical research regarding organisational change.
- Apply organisational change concepts to case studies so as to examine the nexus between theory and practice, both as an individual and as a team.

Individual Case Study Analysis

Assessment Type ¹: Case study/analysis

Indicative Time on Task ²: 20 hours

Due: **Week 13**

Weighting: **40%**

The purpose of this assessment is to develop your skills in case analysis and to provide you with the opportunity to develop and apply change management concepts, theories and models to specific situations. Some parts of the analysis will be drawn from a business simulation exercise. Your submission will be of up to 3,000 words.

On successful completion you will be able to:

- Analyse and describe the theories, models, and empirical research regarding organisational change.
- Apply organisational change concepts to case studies so as to examine the nexus between theory and practice, both as an individual and as a team.
- Critically analyse the pressures organisations face to explore new areas for growth while maintaining existing ones.

¹ If you need help with your assignment, please contact:

- the academic teaching staff in your unit for guidance in understanding or completing this type of assessment
- the [Writing Centre](#) for academic skills support.

² Indicative time-on-task is an estimate of the time required for completion of the assessment task and is subject to individual variation

Delivery and Resources

Required text	<p>Beech, N. and MacIntosh, R., 2017. <i>Managing Change: Enquiry and Action</i>. Australasian Edition. Cambridge: Cambridge University Press.</p> <p>Each week has an allocated required readings/cases - all readings are available on iLearn. The case studies for the student presentations will also be available on iLearn.</p>
Unit web page	The web page for this unit can be found at: https://ilearn.mq.edu.au/login/
Technology Used and Required	<p>Students are required to have access to a personal computer and familiarise themselves with iLearn (https://ilearn.mq.edu.au/login/). A web camera and microphone are required to participate in online classes.</p> <p>iLearn will be used to post lecture slides, assessment details, student grades and as a means of communication between staff members and students.</p>
Delivery Format and Other Details	<ul style="list-style-type: none"> • Number and length of classes: 1 x 2 hour lecture and 1 x 1 hour tutorial, i.e. 3 hours face to face per week unless indicated otherwise in the lecture schedule. Classes may vary due to public holiday(s) • Tutorials will commence in Week 2. • The timetable for classes can be found on the University web site at: http://www.timetables.mq.edu.au/
Recommended readings	Recommended readings are provided via the links on the iLearn Unit page
Inherent Requirements	None

Unit Schedule

Please see iLearn.

Policies and Procedures

Macquarie University policies and procedures are accessible from [Policy Central](https://staff.mq.edu.au/work/strategy-planning-and-governance/university-policies-and-procedures/policy-central) (<https://staff.mq.edu.au/work/strategy-planning-and-governance/university-policies-and-procedures/policy-central>). Students should be aware of the following policies in particular with regard to Learning and Teaching:

- [Academic Appeals Policy](#)
- [Academic Integrity Policy](#)

- [Academic Progression Policy](#)
- [Assessment Policy](#)
- [Fitness to Practice Procedure](#)
- [Grade Appeal Policy](#)
- [Complaint Management Procedure for Students and Members of the Public](#)
- [Special Consideration Policy](#) (**Note:** *The Special Consideration Policy is effective from 4 December 2017 and replaces the Disruption to Studies Policy.*)

Students seeking more policy resources can visit the [Student Policy Gateway](https://students.mq.edu.au/support/study/student-policy-gateway) (<https://students.mq.edu.au/support/study/student-policy-gateway>). It is your one-stop-shop for the key policies you need to know about throughout your undergraduate student journey.

If you would like to see all the policies relevant to Learning and Teaching visit [Policy Central](http://staff.mq.edu.au/work/strategy-planning-and-governance/university-policies-and-procedures/policy-central) (<http://staff.mq.edu.au/work/strategy-planning-and-governance/university-policies-and-procedures/policy-central>).

Student Code of Conduct

Macquarie University students have a responsibility to be familiar with the Student Code of Conduct: <https://students.mq.edu.au/study/getting-started/student-conduct>

Results

Results published on platform other than [eStudent](#), (eg. iLearn, Coursera etc.) or released directly by your Unit Convenor, are not confirmed as they are subject to final approval by the University. Once approved, final results will be sent to your student email address and will be made available in [eStudent](#). For more information visit ask.mq.edu.au or if you are a Global MBA student contact globalmba.support@mq.edu.au

Student Support

Macquarie University provides a range of support services for students. For details, visit <http://students.mq.edu.au/support/>

Learning Skills

Learning Skills (mq.edu.au/learningskills) provides academic writing resources and study strategies to help you improve your marks and take control of your study.

- [Getting help with your assignment](#)
- [Workshops](#)
- [StudyWise](#)
- [Academic Integrity Module](#)

The Library provides online and face to face support to help you find and use relevant information resources.

- [Subject and Research Guides](#)

- [Ask a Librarian](#)

Student Services and Support

Students with a disability are encouraged to contact the [Disability Service](#) who can provide appropriate help with any issues that arise during their studies.

Student Enquiries

For all student enquiries, visit Student Connect at ask.mq.edu.au

If you are a Global MBA student contact globalmba.support@mq.edu.au

IT Help

For help with University computer systems and technology, visit http://www.mq.edu.au/about_us/offices_and_units/information_technology/help/.

When using the University's IT, you must adhere to the [Acceptable Use of IT Resources Policy](#). The policy applies to all who connect to the MQ network including students.

Changes since First Published

Date	Description
23/07/2020	Updated Textbook Information