



MGMT3017

Managing Change in Organisations

Session 2, Online-scheduled-weekday 2022

Department of Management

Contents

<u>General Information</u>	2
<u>Learning Outcomes</u>	2
<u>General Assessment Information</u>	3
<u>Assessment Tasks</u>	3
<u>Delivery and Resources</u>	5
<u>Unit Schedule</u>	5
<u>Policies and Procedures</u>	5

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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 Submission Penalty (written assessments)

Unless a Special Consideration request has been submitted and approved, a 5% penalty (of the total possible mark) will be applied each day a written assessment is not submitted, up until the 7th day (including weekends). After the 7th day, a grade of '0' will be awarded even if the assessment is submitted. Submission time for all written assessments is set at 11.55pm. A 1-hour grace period is provided to students who experience a technical concern.

For any late submissions of time-sensitive tasks, such as scheduled tests/exams, performance assessments/presentations, and/or scheduled practical assessments/labs, students need to submit an application for Special Consideration.

Assessment Tasks

Name	Weighting	Hurdle	Due
<u>Group report and individual presentation</u>	20%	No	Friday, 9th September 2022, 11am (Week 7)
<u>Essay</u>	40%	No	(Weeks 8-12) Monday, 10th October, 9am
<u>Individual Case Study Analysis</u>	40%	No	Monday, 7th November 2022, 4pm

Group report and individual presentation

Assessment Type ¹: Presentation

Indicative Time on Task ²: 15 hours

Due: **Friday, 9th September 2022, 11am (Week 7)**

Weighting: **20%**

This assessment has two components worth 20% in total. The first is a group report of up to 1,500 words worth 10%. The second is an individual presentation of up to 5 minutes worth 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.

Essay

Assessment Type ¹: Essay

Indicative Time on Task ²: 20 hours

Due: **(Weeks 8-12) Monday, 10th October, 9am**

Weighting: **40%**

An essay of up to 2,000 words worth 40%.

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.

Individual Case Study Analysis

Assessment Type ¹: Case study/analysis

Indicative Time on Task ²: 20 hours

Due: **Monday, 7th November 2022, 4pm**

Weighting: **40%**

An individual case analysis of up to 3,000 words worth 40%.

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	Beech, N. and MacIntosh, R., 2017. <i>Managing Change: Enquiry and Action</i> . Australasian Edition. Cambridge: Cambridge University Press.
Unit web page	The web page for this unit can be found at: https://ilearn.mq.edu.au/login/
Technology Used and Required	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 as required. iLearn will be used to post lecture slides, assessment details, student grades and as a means of communication between staff members and students.
Delivery Format and Other Details	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://policies.mq.edu.au) (<https://policies.mq.edu.au>). 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](#)
- [Assessment Procedure](#)
- [Complaints Resolution Procedure for Students and Members of the Public](#)
- [Special Consideration Policy](#)

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

throughout your undergraduate student journey.

To find other policies relating to Teaching and Learning, visit [Policy Central](https://policies.mq.edu.au) (<https://policies.mq.edu.au>) and use the [search tool](#).

Student Code of Conduct

Macquarie University students have a responsibility to be familiar with the Student Code of Conduct: <https://students.mq.edu.au/admin/other-resources/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

Academic Integrity

At Macquarie, we believe [academic integrity](#) – honesty, respect, trust, responsibility, fairness and courage – is at the core of learning, teaching and research. We recognise that meeting the expectations required to complete your assessments can be challenging. So, we offer you a range of resources and services to help you reach your potential, including free [online writing and maths support](#), [academic skills development](#) and [wellbeing consultations](#).

Student Support

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

The Writing Centre

[The Writing Centre](#) provides resources to develop your English language proficiency, academic writing, and communication skills.

- [Workshops](#)
- [Chat with a WriteWISE peer writing leader](#)
- [Access StudyWISE](#)
- [Upload an assignment to Studiosity](#)
- [Complete the 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

Macquarie University offers a range of [Student Support Services](#) including:

- [IT Support](#)
- [Accessibility and disability support](#) with study
- Mental health [support](#)
- [Safety support](#) to respond to bullying, harassment, sexual harassment and sexual assault
- [Social support including information about finances, tenancy and legal issues](#)

Student Enquiries

Got a question? Ask us via [AskMQ](#), or contact [Service Connect](#).

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.