



MGMT3017

Managing Change in Organisations

Session 2, Online-scheduled-weekday 2026

Department of Management

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General Information

Unit convenor and teaching staff

Max Ganzin

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Credit points

10

Prerequisites

130cp at 1000 level or above.

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 Submission Penalties

If you submit your assessment late, 5% of the total possible marks will be deducted for each day (including weekends), up to 7 days. Submissions more than 7 days late will receive a mark of 0.

Example 1 (out of 100):

If you score 85/100 but submit **20 hours late**, you will lose **5 marks** and receive **80/100**.

Example 2 (out of 30):

If you score 27/30 but submit **20 hours late**, you will lose **1.5 marks** and receive **25.5/30**.

Extensions

Automatic short extension: Some assessments are eligible for automatic short extension. You can only apply for an automatic short extension before the due date.

Special Consideration: If you need more time due to serious issues and for any assessments that are not eligible for Short Extension, you must apply for Special Consideration. Need help? Review the [Special Consideration page](#) for further details.

Assessment Tasks

Name	Weighting	Hurdle	Due	Groupwork/Individual	Short Extension	AI Approach
Skills development: Organisational change analysis	40%	No	07/09/2026	Individual	Yes	Open
Professional practice: Collaborative case application	30%	No	12/10/2026	Group	No	Observed
Formal examination: Test	30%	No	Week 13	Individual	No	Observed

Skills development: Organisational change analysis

Assessment Type ¹: Problem-based task

Indicative Time on Task ²: 20 hours

Due: **07/09/2026**

Weighting: **40%**

Groupwork/Individual: Individual

Short extension ³: Yes

AI Approach: Open

The purpose of this assessment is to develop your ability to apply and critically evaluate theories and evidence relating to organisational change, and to communicate your argument in a clear and academically rigorous way.

You will write a research-informed analysis that responds to a prescribed question on organisational change and management. Your essay will demonstrate critical reasoning, integration of scholarly evidence, and clarity of written communication in line with academic conventions.

Skills in focus:

- Critical thinking and problem solving
- Discipline knowledge

Deliverable(s): Written analysis [max 1800 words]

Individual assessment

On successful completion you will be able to:

- Critically analyse the pressures organisations face to explore new areas for growth while maintaining existing ones.

Professional practice: Collaborative case application

Assessment Type ¹: Presentation task

Indicative Time on Task ²: 15 hours

Due: **12/10/2026**

Weighting: **30%**

Groupwork/Individual: Group

Short extension ³: No

AI Approach: Observed

The purpose of this assessment is to develop your ability to work collaboratively, analyse organisational cases, and communicate practical solutions through engaging and professional presentations.

You will work in a team to research and analyse an allocated case study, integrating theory and evidence to support your findings and recommendations. Your team will deliver a presentation and lead an interactive class activity designed to engage peers and demonstrate applied understanding of the topic.

Skills in focus:

- Collaboration and communication
- Work readiness

- Discipline knowledge

Deliverable(s): Group presentation (25min max) incl. a 10-min class activity.

Group assessment

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.

Formal examination: Test

Assessment Type ¹: Examination

Indicative Time on Task ²: 20 hours

Due: **Week 13**

Weighting: **30%**

Groupwork/Individual: Individual

Short extension ³: No

AI Approach: Observed

The purpose of this assessment is for you to formally demonstrate the expertise you have gained in this unit.

You will complete an individual, closed book test covering unit content. The assessment will evaluate your understanding, interpretation, and application through a series of questions.

Deliverable(s): Test

Individual assessment

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
- [Academic Success](#) 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.

³ An automatic short extension is available for some assessments. Apply through the [Service Connect Portal](#).

Delivery and Resources

Please refer to iLearn for details

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 connect.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/>

Academic Success

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

- [Ask a Study Coach](#)
- [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 Advocacy](#) provides independent advice on MQ policies, procedures, and processes

Student Enquiries

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

IT Help

For help with University computer systems and technology, visit <https://students.mq.edu.au/support/technology/service-desk>.

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.

Unit information based on version 2026.05 of the [Handbook](#)