



COURSE SYLLABUS

Organising and Leading Change, 7.5 credits

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Course Code:	MGOR23	Education Cycle:	Second-cycle level
Confirmed by:	Council for Undergraduate and Masters Education Jan 4, 2013	Disciplinary domain:	Social sciences
Revised by:	Council for Undergraduate and Masters Education Mar 29, 2021	Subject group:	FE1
Valid From:	Aug 23, 2021	Specialised in:	A1N
Version:	3	Main field of study:	Business Administration

Intended Learning Outcomes (ILO)

On completion of the course the students will be able to:

Knowledge and understanding

1. Discuss and illustrate the nature of change in organisations
2. Classify and make sense of different theoretical perspectives on change

Skills and abilities

3. Select and employ techniques for analysis of change situations
4. Integrate and apply perspectives on how to lead and organise change efforts

Judgement and approach

5. Argue for suitable concepts and models regarding leading and organising change
6. Critically review literature on leading and organising change

Contents

The purpose of the course is to extend the students theoretical as well as practical understanding of change in an organisational context. The course is built around theoretical themes about change management in the global context of organizing, covering key ideas such as designing organizational change, implementing organizational change, reviewing organizational change, in order to develop professional change-agent skills.

Connection to research and practice

The course combines the mainstream and emerging theoretical perspectives about change management with key issues that are practically relevant in the global setting: politics of organizational change, the role of technology in change management or change management in the face of sustainability crisis.

Type of instruction

Feedback seminars, lectures.

The teaching is conducted in English.

Prerequisites

Bachelor's degree in Business Administration or equivalent (or the equivalent).

Examination and grades

The course is graded A, B, C, D, E, FX or F.

The course examinations are:

- Individual written examination (ILOs: 1, 2, 3, 4, 5 and 6) representing 4 credits
- Group project written assignment (ILOs: 1, 2, 3 and 4) representing 2 credits
- Individual seminar assignment (ILOs: 1, 2 and 5) representing 1.5 credits

Registration of examination:

Name of the Test	Value	Grading
Individual written examination [†]	4 credits	A/B/C/D/E/FX/F
Group project written assignment [†]	2 credits	A/B/C/D/E/FX/F
Individual seminar assignment [†]	1.5 credits	A/B/C/D/E/FX/F

[†] Registration of examination:

All parts of compulsory examination in the course must be passed with a passing grade (A-E) before a final grade can be set. The final grade of the course is determined by the sum total of points for all parts of examination in the course (0-100 points). Grade is set in accordance with JIBS grading policy.

Course evaluation

It is the responsibility of the examiner to ensure that each course is evaluated. At the outset of the course, evaluators must be identified (elected) among the students. The course evaluation is carried out continuously as well as at the end of the course. On the completion of the course the course evaluators and course examiner discuss the course evaluation and possible improvements. A summary report is created and archived. The reports are followed up by program directors and discussed in program groups and with relevant others (depending on issue e.g. Associate Dean of Education, Associate Dean of faculty, Director of PhD Candidates, Dean and Director of Studies). The next time the course runs, students should be informed of any measures taken to improve the course based on the previous course evaluation.

Other information

Academic integrity

JIBS students are expected to maintain a strong academic integrity. This implies to behave within the boundaries of academic rules and expectations relating to all types of teaching and examination.

Copying someone else's work is a particularly serious offence and can lead to disciplinary action. When you copy someone else's work, you are plagiarizing. You must not copy sections of work (such as paragraphs, diagrams, tables and words) from any other person, including another

student or any other author. Cutting and pasting is a clear example of plagiarism. There is a workshop and online resources to assist you in not plagiarizing called the Interactive Anti-Plagiarism Guide.

Other forms of breaking academic integrity include (but are not limited to) adding your name to a project you did not work on (or allowing someone to add their name), cheating on an examination, helping other students to cheat and submitting other students work as your own, and using non-allowed electronic equipment during an examination. All of these make you liable to disciplinary action.

Course literature

Readings will be announced at the start of the course.