Course Name: Change Management
Course Code: HRM514
Credit Hours: 03
Total Week: 16
Semester: 6th
Total Marks: 100

Course Objectives:

The course has been designed to provide the students with a basic understanding of several major theoretical models of change and show how these models can be understood and applied to real world become successful change agents.

Week – 1
Change mgt
Why to study change mgt
Benefits & significance of change mgt
Relationship of mgt with change mgt
Traditional mgt domain
Strategic mgt domain

Week – 2
Mckinsey 7 S - Framework
KURT LEWIN MODEL
Its assumptions & Applications
Types of change

Week – 3
Implication of KURT LEWIN Model
Criticisms on Lewin model
Assignment

Week – 4
Basic concepts & Definitions
Organization Learning. (OL)
Learning Organization. (LO)
Learning Cycle
Schein’s Topology

Week – 5
Transactional VS Transformational Leadership
1st, middle, 2nd order change
4 types of organizational change
Organizational Development

Week – 6
Theories of Change in organization
Life Cycle Theory
Characteristics of life cycle theory
4 stages of OLC
Organization Death

Week – 7
Teleological Theories of Change
Application of Theory
Limitations
Case Study

Week – 8
Dialectical Theories of Change
Application of Theory
Strategic planning
Dialectical Approach to organizational strategy & Planning

Week – 9
Evolutionary theory of change
Application of evolutionary theory
Managerial Focus
Criticism

Week – 10
GREINERS’S Model of organizational evolution & Revolution
Dimensions of OD
Assignment

Week – 11
Growth Rate of Industry
Greiner 5 phases of growth
Creativity
Direction
Delegation
Co – Ordination
Collaboration

Week – 12
Organization Ecology
Ecology model of change mgt
Classification of organizational special

Week – 13
Footnotes to organizational change
Stable process of change
6 perspectives for interpreting organization action

Week – 14
Complexities of change
Unanticipated consequences
Solution driven problem
Tendency for innovation
Endogenous nature of environment

Week – 15
Strategic Change
Framework of managing strategic change
Types of strategic change
Its importance
Week – 16
Communicating change
Change tactics
Timings
Dismissals, job losses, delay ring
Visible short term wins
Promoting winners & Heroes

Recommended Material:
Understanding Change by “Charles Hendy.