



QURTUBA UNIVERSITY

Of Science and Information Technology

D.I Khan, Peshawar Khyber Pakhtunkhwa, Pakistan.

Course Name	Change Management
Course Code	HRM414
Semester	8th
Credit Hours	03
Total Weeks	16/18
Total Hours	48/54
Total Marks	100
Pre-requisite	None

Course Objectives

This course focuses on the importance of change management in an organization. The main aim of this course is to identify the need for change and then evaluate and plan the change process to ensure that, if a change is made, it is done in the most efficient way possible, following the established procedures and ensuring the quality and continuity of the organizational activities at all times. It will also help students in learning different techniques and models to overcome resistance to change process.

Grading Criteria

Distribution	Weight
Quizzes, Assignments, and class participation	10
Mid Term	20
Final Term	70
Total	100

Recommended Books

- Understanding Change by “Charles Hendy.
- Change mgt. “A guide to effective implementation” by Robert Paton & Mc Caliman.

WEEK WISE BREAKDOWN

Week	Description
1	<ul style="list-style-type: none"> ◇ Change mgmt. ◇ Why to study change mgmt. ◇ Benefits & significance of change mgmt. ◇ Relationship of mgmt. with change mgmt. ◇ Traditional mgmt. domain ◇ Strategic mgmt. domain
2	<ul style="list-style-type: none"> ◇ Mckinsey 7 S - Framework ◇ KURT LEWIN MODEL ◇ Its assumptions & Applications ◇ Types of change
3	<ul style="list-style-type: none"> ◇ Implication of KURT LEWIN Model ◇ Criticisms on Lewin model ◇ Assignment
4	<ul style="list-style-type: none"> ◇ Basic concepts & Definitions ◇ Organization Learning. (OL) ◇ Learning Organization. (LO) ◇ Learning Cycle ◇ Schein's Topology
5	<ul style="list-style-type: none"> ◇ Transactional VS Transformational Leadership ◇ 1st, middle, 2nd order change ◇ 4 types of organizational change ◇ Organizational Development
6	<ul style="list-style-type: none"> ◇ Theories of Change in organization ◇ Life Cycle Theory ◇ Characteristics of life cycle theory ◇ 4 stages of OLC ◇ Organization Death
7	<ul style="list-style-type: none"> ◇ Teleological Theories of Change ◇ Application of Theory ◇ Limitations ◇ Case Study
8	<ul style="list-style-type: none"> ◇ Dialectical Theories of Change ◇ Application of Theory ◇ Strategic planning ◇ Dialectical Approach to organizational strategy & Planning
	Two Assignments + Two Test Mid Term Exam
9	<ul style="list-style-type: none"> ◇ Evolutionary theory of change ◇ Application of evolutionary theory ◇ Managerial Focus ◇ Criticism
10	<ul style="list-style-type: none"> ◇ GREINERS'S Model of organizational evolution & Revolution ◇ Dimensions of OD ◇ Assignment

11	<ul style="list-style-type: none"> ◇ Growth Rate of Industry ◇ Greiner 5 phases of growth ◇ Creativity ◇ Direction ◇ Delegation ◇ Co - Ordination ◇ Collaboration
12	<ul style="list-style-type: none"> ◇ Organization Ecology ◇ Ecology model of change mgt ◇ Classification of organizational special
13	<ul style="list-style-type: none"> ◇ Footnotes to organizational change ◇ Stable process of change ◇ 6 perspectives for interpreting organization action
14	<ul style="list-style-type: none"> ◇ Complexities of change ◇ Unanticipated consequences ◇ Solution driven problem ◇ Tendency for innovation ◇ Endogenous nature of environment
15	<ul style="list-style-type: none"> ◇ Strategic Change ◇ Framework of managing strategic change ◇ Types of strategic change ◇ Its importance
16	<ul style="list-style-type: none"> ◇ Communicating change ◇ Change tactics ◇ Timings ◇ Dismissals, job losses, delay ring ◇ Visible short term wins ◇ Promoting winners & Heroes
Two Assignments + Two Test+ Presentation	
Final Term	

Learning Outcomes:

- Use analytical and problem-solving skills in decision making.
- Be knowledgeable about the differences among global economies, institutions, and cultures and understand the implications these have on global management.
- Recognize and analyze ethical and legal problems within applied business situations, choose a resolution, and justify that ethical choice.
- Effectively contribute to the performance of a group as the group addresses