



COMPUTER SCIENCE AND ENGINEERING

DIT035 Change Management in Software Development Organizations, 7.5 higher education credits

Förändringsledning i mjukvaruutveckling, 7,5 högskolepoäng

First Cycle

Confirmation

This course syllabus was confirmed by The IT Faculty Board on 2010-09-17 and was last revised on 2012-12-19 by Department of Computer Science and Engineering to be valid from 2013-09-02.

Field of education: Science 100%

Department: Computer Science and Engineering

Position in the educational system

The course is provided as part of the Software Engineering & Management Bachelor's Programme and is also given as a single subject course.

The course can be part of the following programmes: 1) Software Engineering, Bachelor's Programme (N1SOB) and 2) Software Engineering and Management, Bachelor's Programme (N1SEM)

Main field of studies

Applied IT, Software Engineering and Management

Software Engineering

Specialization

G2F, First Cycle, has at least 60 credits in first-cycle course/s as entry requirements

G2F, First Cycle, has at least 60 credits in first-cycle course/s as entry requirements

Entry requirements

The course is accessible for students with a minimum of 90 higher education credits of university studies.

Learning outcomes

After completion of the course the student is expected to be able to

5.1. *Knowledge and understanding*

- define the concept of change based on different dimensions and characteristics (e.g. unit of change, mode of change, tempo of change)
- describe essential skills of a change agent
- explain different approaches to change management (e.g. planned change, emergent change)

5.2. *Skills and abilities*

- discuss implications of different change management approaches for individuals, groups, and organizations
- apply theories included in the course to analyse and explain selected case descriptions of change processes, and explain relevant effects on individuals, groups and organizations
- synthesize the included theories and communicate your insights from the accumulated knowledge
- communicate your analyses and synthesis clearly and apply correct referencing techniques in a written report
- constructively review and reflect upon the works of other students in terms of: appropriateness and correctness of the interpretation of the content, and clarity, completeness and quality of the presentation

5.3. *Judgment and approach*

- be aware of ethical consequences for involved employees in an organizational change initiative
- be aware of ethical consequences for involved employees of different change management approaches in an organizational change initiative

Course content

This course focuses on explanatory and illuminating theories on organizational change and change management. The aim of the course is that students should gain an ample understanding of the phenomenon and concept of change and change management from different perspectives. The ability to change an organization is increasingly important in order to maintain, gain edge and survive in the rapidly changing environment. To meet these challenges, the software industry is moving towards more agile practices, self-managed teams and similar efforts, which emphasizes the need for sufficient understanding of change management on all levels of the organizations. The ability to efficiently and effectively introduce, adopt, manage, and achieve change initiatives is needed from a collective and collaborative perspective in contemporary software industry organizations.

Learning proceeds by thematic problem solving sessions in which students solve open-ended problems using theories and methods introduced in the lectures and the course literature

Form of teaching

Language of instruction: English

Assessment

The course is examined by an individual written report that demonstrates sufficient understanding of the selected theories and applies these appropriately to analyze organizational change efforts in described cases.

A student who failed a same examination twice has the right to request of the department a change of examiner. The request is to be in writing and submitted as soon as possible. The department is to grant such a request without undue delay.

In cases where a course has been discontinued or major changes have been made a student should be guaranteed at least three examination occasions (including the ordinary examination occasion) during a time of at least one year from the last time the course was given.

Grades

The grading scale comprises: Fail (U), Pass (G), Pass with Distinction (VG).

The student is graded individually based on the quality and level of knowledge and learning achievements demonstrated in the final report related to the specified learning outcomes, with the grades passed with honor (VG), passed (G) or failed (U).

To pass the course (G), the student must adequately include all the course literature in the final report and demonstrate correct understanding of these theories by appropriately applying them to analyse and explain selected case descriptions. The report must use appropriate reference techniques.

To pass the course with honour (VG), the student must fulfil the requirements for a G, and in addition the report must demonstrate high quality reflections and syntheses of the knowledge involved, and use relevant and correct language where the totality, structure and layout achieve a good level of quality.

Course evaluation

After completion, the course will be evaluated by the students. The results of the evaluation are reported to the program manager and discussed with the students. A summary of the evaluation results together with the suggestions for improvement is made available to students and teachers.

Additional information

Students must arrange with a computer capable of running the software tools provided by the department and are responsible for software installation.