



GRADUATE SCHOOL

GM0836 Change Management, 7.5 credits

Change management, 7,5 högskolepoäng

Second Cycle

Confirmation

This course syllabus was confirmed by Graduate School on 2019-08-19 and was last revised on 2023-06-30 to be valid from 2024-01-15, spring semester of 2024.

Field of education: Social Sciences 100%

Department: Graduate School

Position in the educational system

The course Change Management is a course within the Master of Science programmes at the Graduate School, School of Business, Economics and Law, University of Gothenburg.

Main field of studies

Management

Specialization

A1N, Second cycle, has only first-cycle course/s as entry requirements

Entry requirements

To be eligible for the course Change Management the participant must fulfill the entrance qualifications for one of the Master of Science programmes at the Graduate School.

Learning outcomes

On successful completion of the course the student will be able to:

1. describe, discuss and analyse different perspectives of change and various scientific theories and models of change management in organisations
2. identify organisational problems, apply scientific theories and models for change and discuss, analyse and evaluate the change process, and finally, present this

orally and in writing.

Course content

Change Management deals with the conditions for managing change in organisations which may be related to climate changes or social or economic dimensions such as lack of competence, financial limitations or technological possibilities and challenges. The course takes as its starting point the definition of visions, missions and strategies for the future and discusses theories and methods concerned with how these may be translated into the practice of everyday life. This includes the role of different actors, problems of implementation, project management, participative change, learning, translation and diffusion and the consequences of change, at individual level and organisational level. After completing the course students will be able to understand the practical realities of change in modern organisations as well as analysing change from different theoretical perspectives.

Form of teaching

Lectures, seminars and group work.

Language of instruction: English

Assessment

Learning outcome 1 is assessed through an individual written exam and seminars.

Learning outcome 2 is assessed through a written group assignment and oral presentation.

Participation on at least 80 % of the seminars is compulsory. Participation on all parts of the group assignment is compulsory. A failed group assignment can be supplemented to a pass grade.

Individual exams shall be written individually, cooperation in formulating text, tables, figures etc. is not allowed.

If a student who has twice received a failing grade for the same examination component wishes to change examiner ahead of the next examination session, such a request should be made to the department in writing and should be approved by the department unless there are special reasons to the contrary (Chapter 6 Section 22 of the Higher Education Ordinance).

If a student has received a recommendation from the University of Gothenburg for study support for students with disabilities, the examiner may, where it is compatible with the learning outcomes of the course and provided that no unreasonable resources are required, decide to allow the student to sit an adjusted exam or alternative form of assessment.

In the event that a course has ceased or undergone major changes, students are to be guaranteed at least three examination sessions (including the ordinary examination session) over a period of at least one year, but no more than two years after the course has ceased/been changed.

The number of examinations is limited to five.

Grades

The grading scale comprises: Excellent (A), Very good (B), Good (C), Satisfactory (D), Sufficient (E) and Fail (F).

Pass is required on all examination forms. The seminars, the group assignment and the oral presentation will be assessed pass/fail. The grade (A-E) corresponds to the total score a student obtains on the written exam. To receive a pass grade (A-E) $\geq 50\%$ points is required. The scale is tied to fixed score intervals:

A: 85%-100%

B: 75%-84%

C: 68%-74%

D: 60%-67%

E: 50%-59%

F: <50%

Course evaluation

The course will be evaluated upon completion.

The results of and possible changes to the course will be shared with students who participated in the evaluation and students who are starting the course.