

MODULE DESCRIPTOR

Module Title

Managing Change

Reference	BSM850	Version	1
Created	March 2021	SCQF Level	SCQF 11
Approved	February 2022	SCQF Points	15
Amended		ECTS Points	7.5

Aims of Module

The aim of this module is to provide a strategic and operational knowledge and understanding of the theories, strategies, models and practices available to organisations to address the change agenda.

Learning Outcomes for Module

On completion of this module, students are expected to be able to:

- 1 Identify the range of issues which provide the change context for contemporary organisations.
- 2 Evaluate the roles and responsibilities of key stakeholders in the change process; and understand the importance of these being based on the principles that people, professionalism and work are key to these roles.
- 3 Assess the range of strategies, interventions, models and tools available to organisations to manage the change agenda successfully, supported by relevant evidence.
- 4 Understand the importance of ensuring that, ultimately, change should be applied in a way which supports the working experience.

Indicative Module Content

The Organisational Context and the Drivers of Change; Leading Teams; Power and Politics; Involvement, Engagement and Resistance; Change Approaches and Models.

Module Delivery

This module is delivered for on campus students via a series of interactive live lectures and tutorials in addition to pre-recorded content. The live sessions are student-led and often require group work to analyse case studies. Students are also required to undertake directed and independent self-study. Online students will have access to a range of materials and tools to facilitate their learning including topic guides, recorded lectures, online tutorials, exercises, group-work areas and discussion forums. In addition to the sessions with a tutor, online quizzes and knowledge checkers may be used to assist online learners to benchmark their knowledge as they go. External speakers may also be used to further contextualise the module content.

Indicative Student Workload

	Full Time	Part Time
Contact Hours	36	36
Non-Contact Hours	114	114
Placement/Work-Based Learning Experience [Notional] Hours	N/A	N/A
TOTAL	150	150
<i>Actual Placement hours for professional, statutory or regulatory body</i>		

ASSESSMENT PLAN

If a major/minor model is used and box is ticked, % weightings below are indicative only.

Component 1

Type: Coursework Weighting: 100% Outcomes Assessed: 1, 2, 3, 4

Description: Written assignment - consultancy report - based on a case study scenario.

MODULE PERFORMANCE DESCRIPTOR**Explanatory Text**

Component 1 comprises 100% of the module grade. To pass the module, a D grade is required.

Module Grade	Minimum Requirements to achieve Module Grade:
A	A
B	B
C	C
D	D
E	E
F	F
NS	Non-submission of work by published deadline or non-attendance for examination

Module Requirements

Prerequisites for Module None.

Corequisites for module None.

Precluded Modules None.

INDICATIVE BIBLIOGRAPHY

- 1 BURNES, B., 2017. *Managing Change*. 7th ed. Harlow: Financial Times Prentice Hall.
- 2 HODGES, J., 2021. *Managing and Leading People through Organizational Change*. 2nd ed. London: Kogan Page.
- 3 HUGHES, M., 2019. *Managing and Leading Organizational Change*. Oxford: Routledge.