

# ST. JOSEPH'S DEGREE & PG COLLEGE

(Autonomous), Affiliated to Osmania University

DEPARTMENT OF BUSINESS MANAGEMENT

SEMESTER-VI

BBA, BBA (IT), BBA (BA), BBA (FM) & BBA (ENTREPRENEURSHIP)

MANAGEMENT OF CHANGE

DSE

*w.e.f. 2020-2021 A.Y*

## SCHEME OF INSTRUCTION

Hours per Week	: 5 Hrs.
Credits	: 5
Instruction Mode	: Lecture
Course Code	: BM.07.301.24BT

## SCHEME OF EXAMINATION

Maximum Marks	: 100
Internal Assessment	: 40
External Examination	: 60
External Exam Duration	: 3 Hrs

### Course Objective

The course enables the student to understand the concept change management. This will help them to emerge as leaders in the organizations.

**Course Outcomes:** On successful completion of this course, the students will be able:

To recognize the basics of change Management

CO1. To identify the role of leadership in change management,

CO2. To recognize change communication and resistance to change

CO3. To categorize the role of HR in change management.

CO4. To analyze the relevance of Change with Organizational Culture.

### Unit I: Basics of Change Management

Meaning, Definition, nature and Types of Change: Individual, Group and Organisational change.

Need for change, Key roles in organisational change, Process of organisational change, Change

Agents and Agency: Guidelines, Principles, Qualities of Change agents.

### Unit II: Execution of Change

Guidelines for Effective implementation to change, Environment factors for Organisational

change- Internal and External change, External and Internal change, Models of Planned change,

Approaches to Planned change, Organisational change and process consultation, work redesign

model.



### **Unit III : Resistance to Change**

Meaning, Definition, Sources of Resistance to change-Individual, organizational sources, Impact of change on people, Dealing with resistance to change, Role of Communication in managing change.

### **Unit IV : Leading the Change**

The leadership of Change - Organizational learning and change- power, politics and Organizational change- Organisational conflicts and change.

### **Unit V: Effectiveness of Change**

Interventions in organisational change, Organisational culture and dealing with change, Corporate culture and change, Issues in culture change.

#### **Text Books:**

1. S.K. Bhatia, Management of Change and Organisational Development: Innovative Strategies and Approaches, Deep & Deep Publications, 2015
2. Kavitha Singh, Organisational Change and Development, Excel Books, 2015

#### **Reference Books:**

1. Cummings/ Worley, Theory of Organisation Development and Change, Cengage Learning, Indian Edition 2016
2. Adrian Thornhill ,Managing Change, Pearson Publications, 2016