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| A | DEPARTMENT OF MANAGEMENT STUDIESNATIONAL INSTITUTE OF TECHNOLOGYTIRUCHIRAPPALLI - 620 015, TAMIL Nadu, India |
|  | Phone : +91-431-2503700 (O) , +91-431-250 (Direct), Fax : +91-431-2500133 (O/o the Director), E-Mail : lavanya@nitt.edu |

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| **Course Code** | **:** | MB 782 |
| **Title of the Course** | **:** | **CHANGE MANAGEMENT** |
| **Trimester** |  | IV |
| **Contact Hours, Type of Course** | **:** | 30 HOURS, ELECTIVE |
| **Course Assessment Methods** | **:** | REGULAR(CONTINUOUS ASSESSMENT) |

**COURSE OBJECTIVE:** To help students know about the implications of HR and impact of change in the organisation

Unit 1: Strategy, change and HR strategies, implementation and impact of change, role of HR strategies in implementing change. Structure and strategic change, HR implications of structural choice and change

Unit 2: Organisational Culture, realigning culture-procedure for realignment. Recruitment and selection: definitions and models, contributions to Organisational change, emergence of alternative process.

Unit 3: Performance Management: Old and new views, contributions to Organisational change. HRD: Vital component of HR change strategies, contributions to Organisational change and integrating frame work.

Unit 4: Strategic Reward Management, changing Behaviours. Reward Management-values, structure, processes. Employee Relations: changing the focus, change through employee involvement.

Unit 5: Downsizing: Implications, alternative strategies, methods of implementation, survivor management. Evaluating and promoting change: Approaches to evaluation, Evaluation to promotion, Analysis and feedback procedures.

 **TEXT BOOKS:**

1.Adrian Thomhil, Phil Levis, Mike Millmore, and Mark saunders, “A HR Strategy Approach- managing Change”, Addision Wesley Longman (Singapore), Indian Branch, 2000 times, B, “Managing Change: A strategic Approach to Organisational Dynamics”, London, Pitman, 1996.

2. Camal C.A., “Managing Change in Organisations”, London Prentice Hall, 1995.

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| **COURSE OUTLINE TEMPLATE** |
| **Course Title** | **CHANGE MANAGEMENT** |
| **Course Code** | **MB782** | **No. of Credits** | **2** |
| **Department** | MBA | **Faculty** | **Dr. V. LAVANYA** |
| **Pre-requisites****Course Code** | **Human Resource Management** |
| **Course Teacher(s) E-mail** | **lavanya@nitt.edu** |  |
| **Course Type** |  | **Core**  |
| √ | Elective  |
|  | Open Elective  |
|  | Laboratory |

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|  **COURSE TEACHING AND LEARNING ACTIVITIES** |
| **Sl.No.** | **Week** | **Topic** | **Mode of Delivery** |
|  | **Week 1**  | Introduction, Human relations approach, Organizational development, STS, TQM, Reason for change, Forces of change, levels of change, types of change, Approaches to implementation, theories of Organisational Change, alternative perspective | Power point Presentation |
|  | **Week 2** | Models of change – top-down, bottom – up approach, process approaches, content based models, integration of change model, resistance to Organizational change | Power point Presentation |
|  | **Week 3** | Strategy, change and HR strategies, implementation and impact of change, role of HR strategies in implementing change. Structure and strategic change, HR implications of structural choice and change | Power point Presentation |
|  | **Week 4**  | Organisational Culture, realigning culture-procedure for realignment. Recruitment and selection: definitions and models, contributions to Organisational change, emergence of alternative process | Power point Presentation |
|  | **Week 5** | Culture constrains managers, Various components in an organization’s specific and general environments, Contrast certain and uncertain environments, Identify the various stakeholders with whom managers have to deal, Clarify how managers manage relationships with external stakeholders. | Power point Presentation |
|  | **Week 6** | Performance Management: Old and new views, contributions to Organisational change. | Power point Presentation |
|  | **Week 7** | **Assessment (25 marks)(cycle Test)** |
|  | **Week 8** | HRD: Vital component of HR change strategies, contributions to Organisational change and integrating frame work. | Power point Presentation |
|  | **Week 9** | Strategic Reward Management, changing Behaviours. Reward Management-values, structure, processes. Employee Relations: changing the focus, change through employee involvement | Power point Presentation |
|  | **Week 10** | Downsizing: Implications, alternative strategies, methods of implementation, survivor management. | Power point Presentation |
|  | **Week 11** | Evaluating and promoting change: Approaches to evaluation, Evaluation to promotion, Analysis and feedback procedures | Power point Presentation |
|  | Extra class is required to complete the Internal assessment |
|  | **Week 12** | **End Semester Exam** |
| **COURSE ASSESSMENT METHODS** |
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| **Sl. No.** | **Mode of Assessment** | **Week / Date** | **Remarks** | **% Weightage** |
|  | Cycle Test | **7th week** |  | 25% |
| 2. | Assignment and presentation | 9th and 10th week |  | 15% |
| 3. | Quiz |  |  | 10% |
| 4 | End Semester Exam | 12th week |  | 50% |
| **Note:** 1. Attending all the assessments (Assessment 1 & 2) is MANDATORY for every student.
2. If any student is not able to attend cycle test due to genuine reason, student is permitted to appear for retest.
3. Every student is expected to score minimum 40% (i.e., 40 marks) to pass the course. Otherwise the student would be declared fail and ‘F’ grade will be awarded.
4. Attendance is MANDATORY for every student (75 %)
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| **FOR APPROVAL** |
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| **Course Faculty** | **Chairman (Class Committee)** |  **HoD** |

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