



## **Module Specification**

### **Change**

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## Part 1: Information

**Module title:** Change

**Module code:** UMPT9K-15-M

**Level:** Level 7

**For implementation from:** 2023-24

**UWE credit rating:** 15

**ECTS credit rating:** 7.5

**College:** College of Business and Law

**School:** CBL Bristol Business School

**Partner institutions:** None

**Field:** Human Resource Management

**Module type:** Module

**Pre-requisites:** None

**Excluded combinations:** None

**Co-requisites:** None

**Continuing professional development:** No

**Professional, statutory or regulatory body requirements:** None

## Part 2: Description

**Overview:** This module explores change and how it relates to the complexities of organisational life and puts an emphasis on applying theory to practice. The module is broadly structured in three parts. The first part considers the causes and nature of change. Part two expands on issues of structuring for change, the cultural and political contexts for change and how to lead change. Part three moves into addressing the more practical considerations of designing, planning and implementing change.

**Features:** Not applicable

**Educational aims:** To equip students with the knowledge and skills that will enable them to understand, design and implement change strategies, policies and procedures, within an organisation context, as HR practitioners.

To allow students to develop and apply theoretical knowledge and problem-solving skills in the investigation and analysis of aspects of human resource management practices, from a change perspective.

To introduce students to the notion and practice of self-directed learning to enable them to investigate a change topic in depth, from a critical perspective.

**Outline syllabus:** The module syllabus includes:

Causes and nature of change

Models of organisational change

Cultural and political contexts for change

How to lead and communicate throughout change

Exploring power, politics and resistance throughout change

Future directions and challenges with managing change.

### **Part 3: Teaching and learning methods**

**Teaching and learning methods:** Our approach ensures a seamless and enriching student experience, combining a variety of learning materials including clear text, diagrams, animations, videos, interactive elements, quizzes, and collaborative activities.

Students are encouraged to actively engage with the content through tasks, activities, and quizzes, fostering a deeper understanding of the subject matter. These tasks are authentic, connecting learning to real-world scenarios and directly relevant to programme outcomes.

Moreover, peer learning is actively promoted, leveraging the online environment to facilitate collaborative discussions. Structured online forums will provide a platform to share, discuss, and challenge ideas, fostering a vibrant learning community where diverse perspectives thrive.

Harnessing the power of technology, the module will make full use of online tools to engage students and foster critical thinking. Asynchronous discussion forums and collaborative tools build vibrant learning communities, enriching the educational experience beyond the digital realm.

**Module Learning outcomes:** On successful completion of this module students will achieve the following learning outcomes.

**MO1** Critically evaluate the context and triggers of change for an organisation.

**MO2** Evaluate the principles of change management, key models of planned change and their application to various change scenarios.

**MO3** Critically examine the dynamics and psychology of change, the potential sources of resistance and how to manage resistance in organisations.

**MO4** Evaluate the impact of change on teams, including the impact on culture, power and politics in organisations.

**MO5** Critically examine the role of change agents, HR and leadership in implementing and driving change in organisations.

**Hours to be allocated:** 150

**Contact hours:**

Independent study/self-guided study = 150 hours

Total = 150

**Reading list:** The reading list for this module can be accessed at [readinglists.uwe.ac.uk](https://rl.talis.com/3/uwe/lists/713CB384-C576-A64E-CC06-44577718665C.html?lang=en-GB&login=1) via the following link <https://rl.talis.com/3/uwe/lists/713CB384-C576-A64E-CC06-44577718665C.html?lang=en-GB&login=1>

## **Part 4: Assessment**

**Assessment strategy:** The assessment requires students to review and evaluate theory and knowledge in the context of a case-study based analysis.

Summative assessment takes place in the form of one written report (3000 words) which requires case analysis in the light of relevant literature. This assessment will enable students to demonstrate that they have achieved the learning outcomes, and covered the syllabus.

**Assessment tasks:**

**Written Assignment (First Sit)**

Description: The assessment will consist of a 3,000 word report, applying the theories and concepts covered in class to a work based change strategy focusing on a topic of the student's choice (e.g. gender equality; inclusive leadership, etc.). Students are required to discuss the proposed change and then draw up a detailed change plan which includes triggers for change, communication of change, how to manage resistance to the proposed change and consideration of options in the approach they could take. This aims to develop student's skills in applying theories to work situations.

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5

**Written Assignment (Resit)**

Description: Resubmission of the written assignment (3000 words)

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5

**Part 5: Contributes towards**

This module contributes towards the following programmes of study:

Human Resource Management [UWE Online] MSc 2023-24