MODULE SPECIFICATION

Part 1: Information			
Module Title	Managing Organisational Change		
Module Code	UMODML-15-3	Level	3
For implementation from	September 2019		
UWE Credit Rating	15	ECTS Credit Rating	15
Faculty	Business and Law	Field	Organisation Studies
Department	BBS: Business and Management		
Contributes towards	BA (Hons) Business and Management; BA (Hons) Business and HRM; BA (Hons) International Business; BA (Hons) International Business Management; BA(Hons) Business and Law; BA (Hons) Business Management with Marketing BA (Hons) Business Management with Accounting and Finance; BA (Hons) Business Management with Economics; BA (Hons) Business Management and Economics		
Module type:	Standard		
Pre-requisites	n/a		
Excluded Combinations	UMOD68-30-3; UMOD69-30-3 UMODDQ-30-3;UMOD6D-30-3; UMOD6E-30-3; UMODHN-30-3		
Co- requisites	None		
Module Entry requirements	None		

Part 2: Description

This module will introduce you to the people aspects of ethical and sustainable organisational change that impact of these on change processes and outcomes in local and global business or public sector settings. You will explore the theory and practice of change at the level of the organisation will cover topics such as those indicated in the list below:
- Understanding and Critically Reflecting on individual change
- Communication and Resistance
- Planning Approaches
- Process Approaches
- Organisation Development and Learning Approaches
- Leading Change
- Changing Organisational Structures And Systems
- Managing Organisational Culture Change
- Organisational Creativity and Innovation

The module adopts experiential and enquiry-based approaches to learning and includes a combination of class-based activity, group-based activity and independent study. The taught sessions are designed to actively support the development of independent learning strategies by the students embedding student engagement and challenge throughout.

The sessions combine formal tutor input such as lectures and seminar/workshops with a wide range of participative activities including case studies, individual and group-problem solving activities, student-led discussions of existing research and article reviews. There is a strong emphasis on linking learning from directed readings to their application in the workplace, including implications for organisational change.

Students will be directed towards the University Library online resources for the development of skills appropriate to the level and style of the module. Students will be directed on how the resources on this site should be used to develop the skills that will underpin their studies in the module handbook including essential reading and/or via Blackboard.

Extensive use will be made of relevant UWE systems such as Blackboard to support students' learning.

Part 3: Assessment

Outline the assessment strategy for the module by;

- The assessment strategy leads to a single written coursework. (3000 words including 1000 words personal reflection). This is supported within the delivery by formative assessment practice questions and activities to develop thinking and approaches to working to meet all the learning outcomes and assessment criteria.
- This will be supported by formative feedback within the module delivery and design that supports performance in the summative assessment.
- The summative assessment is designed to provide an opportunity to reflect critically on individual change, managing organisational change, and their implications for practice.
- This strategy has been selected to give students the best opportunity to build their levels of knowledge and skills throughout the delivery to help them consolidate both content expertise and assessment competence leading to completing the summative assessment in ways that contribute to their programme achievement.
- Utilising a personal focused critical and reflective component on individual change within the summative assessment fits the need to minimise opportunities for plagiarism and aims to ensure students own original work is submitted.

Identify final timetabled piece of assessment (component and element)	*Component A*	
	A:	**B**:
% weighting between components A and B (Standard modules only)	**100%**	**0%**

First Sit	
Component A (controlled conditions) **Description of each element**	**Element weighting** (as % of component)
1. Written coursework including personal reflection (3000 words including 1000 words personal reflection)	100%
Component B **Description of each element**	**Element weighting** (as % of component)
N/A	
Resit (further attendance at taught classes is not required)	
Component A (controlled conditions) **Description of each element**	**Element weighting** (as % of component)
1. Written coursework including personal reflection (3000 words including 1000 words personal reflection)	100%
Component B **Description of each element**	**Element weighting** (as % of component)
N/A	

Part 4: Teaching and Learning Methods

Learning Outcomes	On successful completion of this module students will be able to: 1. Understand and critically evaluate different conceptual frameworks of the management of individual organisational change. (A) 2. Appreciate the range of approaches to organisational change and the challenges of working with uncertainty. (A) 3. Systematically understand the interrelationship of organisation theory and organisational practice. (A) 4. Reflect critically on the ethical dilemmas and challenges of organisational change. (A) All the indicated outcomes are assessed in the summative assessment.
Key Information Sets Information (KIS)	**Key Information Set - Module data** *Number of credits for this module* — 15

Hours to be allocated	Scheduled learning and teaching study hours	Independent study hours	Placement study hours	Allocated Hours	
150	36	114	0	150	✔

Contact Hours	The table below indicates as a percentage the total assessment of the module which constitutes a; **Written Exam**: Unseen or open book written exam **Coursework**: Written assignment or essay, report, dissertation, portfolio, project or in class test **Practical Exam**: Oral Assessment and/or presentation, practical skills assessment, practical exam (i.e. an exam determining mastery of a technique)

Total assessment of the module:	
Written exam assessment percentage	0%
Coursework assessment percentage	100%
Practical exam assessment percentage	0%
	100%

Total Assessment

Reading List	Reading list link *https://uwe.rl.talis.com/lists/D05EB172-0EB6-6011-0322-8BB02208ECC2.html*

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First CAP Approval Date	15th December 2016 Version 1 link to the RIA			
Revision ASQC Approval Date *Update this row each time a change goes to ASQC*	28 June 2018	Version	2	link to RIA

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