



Module Specification

Managing Organisational Change

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Part 1: Information

Module title: Managing Organisational Change

Module code: UMODML-15-3

Level: Level 6

For implementation from: 2023-24

UWE credit rating: 15

ECTS credit rating: 7.5

Faculty: Faculty of Business & Law

Department: FBL Dept of Business & Management

Partner institutions: None

Delivery locations: Not in use for Modules

Field: Organisation Studies

Module type: Module

Pre-requisites: None

Excluded combinations: Managing Organisational and Individual Change
(Marketing, Enterprise and Tourism) 2023-24

Co-requisites: None

Continuing professional development: No

Professional, statutory or regulatory body requirements: None

Part 2: Description

Overview: This module will introduce you to the people aspects of ethical and sustainable organisational change and the impact of these on change processes and outcomes in local and global business or public sector settings.

Features: Not applicable

Educational aims: See Learning Outcomes.

Outline syllabus: You will explore the theory and practice of change at the level of the organisation, which 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

Part 3: Teaching and learning methods

Teaching and learning methods: 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.

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

MO1 Understand and critically evaluate different conceptual frameworks of the management of individual organisational change.

MO2 Appreciate the range of approaches to organisational change and the challenges of working with uncertainty.

MO3 Systematically understand the interrelationship of organisation theory and organisational practice.

MO4 Reflect critically on the ethical dilemmas and challenges of organisational change.

Hours to be allocated: 150

Contact hours:

Independent study/self-guided study = 114 hours

Face-to-face learning = 36 hours

Total = 150

Reading list: The reading list for this module can be accessed at [readinglists.uwe.ac.uk](https://uwe.rl.talis.com/index.html) via the following link <https://uwe.rl.talis.com/index.html>

Part 4: Assessment

Assessment strategy: 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.

Assessment components:

Written Assignment (First Sit)

Description: Written coursework including personal reflection (3000 words including 1000 words personal reflection)

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4

Written Assignment (Resit)

Description: Written coursework including personal reflection (3000 words including 1000 words personal reflection)

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4

Part 5: Contributes towards

This module contributes towards the following programmes of study:

Business Management and Economics {Top-Up} [Frenchay] BA (Hons) 2023-24

Business and Management {Top Up}[CUEB] BA (Hons) 2023-24

Business and Management {Top Up}[DeITel] BA (Hons) 2023-24

Business and Management {Top Up} [INTUNI] BA (Hons) 2023-24

Business and Management {Top Up}[NEU] BA (Hons) 2023-24

International Business Management {Top-Up} [BIBM] BA (Hons) 2023-24

International Business Management {Top-Up} [NEU] BA (Hons) 2023-24

International Business Management {Top-Up} [Villa] BA (Hons) 2023-24

Business Management with Marketing {Top-Up} [Frenchay] BA (Hons) 2023-24

Business Management with Marketing {Top-Up} [INTUNI] BA (Hons) 2023-24

Business Management with Accounting and Finance {Top-Up}[Sep][FT][Frenchay][2yrs] BA (Hons) 2022-23

Business and Management [Sep][FT][NepalBrit][3yrs] BBA (Hons) 2021-22

Business and Management [Sep][FT][Frenchay][3yrs] BA (Hons) 2021-22

Business and Management [Jan][FT][Villa][3yrs] BA (Hons) 2021-22

Business and Management [May][FT][Villa][3yrs] BA (Hons) 2021-22

Business and Management [Sep][FT][Villa][3yrs] BA (Hons) 2021-22

International Business Management {Split Delivery} [Sep][FT][Frenchay][3yrs] BA (Hons) 2021-22

International Business Management [Sep][FT][Frenchay][3yrs] BA (Hons) 2021-22

International Business Management {Dual} [Mar][FT][Taylors][3yrs] BA (Hons) 2021-22

International Business Management {Dual} [Aug][FT][Taylors][3yrs] BA (Hons) 2021-22

International Business Management {Dual} [Sep][FT][Frenchay][3yrs] BA (Hons) 2021-22

Business Management with Accounting and Finance [Sep][FT][Frenchay][3yrs] BA (Hons) 2021-22

Business Management with Marketing {Dual} [Aug][FT][Taylors][3yrs] BA (Hons) 2021-22

Business Management with Marketing {Dual} [Mar][FT][Taylors][3yrs] BA (Hons) 2021-22

Business Management with Marketing [Sep][FT][Frenchay][3yrs] - Withdrawn BA (Hons) 2021-22

Business Management with Marketing [Jan][FT][Villa][3yrs] BA (Hons) 2021-22

Business Management and Economics [Jan][FT][Villa][3yrs] BA (Hons) 2021-22

Business Management and Economics [Sep][FT][Frenchay][3yrs] BA (Hons) 2021-22

Accounting and Management [Sep][FT][Frenchay][3yrs] - Withdrawn BA (Hons) 2021-22

Business Management with Accounting and Finance {Top-Up} [Sep][SW][Frenchay][3yrs] BA (Hons) 2021-22

International Business [Sep][FT][Frenchay][3yrs] BA (Hons) 2021-22

Accounting and Business Management [Sep][FT][Frenchay][3yrs] BA (Hons) 2021-22

Business Management with Law [Sep][SW][Frenchay][4yrs] BA (Hons) 2020-21

Business Management with Accounting and Finance [Sep][SW][Frenchay][4yrs] BA (Hons) 2020-21

Business Management with Accounting and Finance {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2020-21

International Business [Sep][SW][Frenchay][4yrs] BA (Hons) 2020-21

International Business {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2020-21

Accounting and Management [Sep][SW][Frenchay][4yrs] BA (Hons) 2020-21

Business and Management [Jan][SW][Villa][4yrs] BA (Hons) 2020-21

Business and Management [May][SW][Villa][4yrs] BA (Hons) 2020-21

Business and Management [Sep][SW][Villa][4yrs] BA (Hons) 2020-21

Business and Management {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2020-21

Business and Management [Sep][SW][Frenchay][4yrs] BA (Hons) 2020-21

Business Management with Law {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2020-21

Business Management with Marketing {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2020-21

Business Management with Marketing [Sep][SW][Villa][4yrs] BA (Hons) 2020-21

Business Management with Marketing {Dual} [Mar][SW][Taylors][4yrs] BA (Hons) 2020-21

Business Management with Marketing [May][SW][Villa][4yrs] BA (Hons) 2020-21

Business Management with Marketing [Jan][SW][Villa][4yrs] BA (Hons) 2020-21

Business Management with Marketing {Dual} [Aug][SW][Taylors][4yrs] BA (Hons) 2020-21

Business Management with Marketing [Sep][SW][Frenchay][4yrs] BA (Hons) 2020-21

Business Management and Economics {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2020-21

Business Management and Economics [Sep][SW][Frenchay][4yrs] BA (Hons) 2020-21

Accounting and Management {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2020-21

Business Management and Economics [Jan][SW][Villa][4yrs] BA (Hons) 2020-21

Business Management with Accounting and Finance {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2019-20

Business Management with Marketing {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2019-20

Business Management and Economics {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2019-20

Accounting and Management {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2019-20

International Business {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2019-20

Business Management with Law {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2019-20

Business and Management {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2019-20

Business Management and Marketing [Sep][FT][Frenchay][3yrs] BA (Hons) 2021-22

Business and Law [Sep][FT][Frenchay][3yrs] BA (Hons) 2021-22

Business and Law [Sep][SW][Frenchay][4yrs] BA (Hons) 2020-21

Business and Law {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2020-21

Business and Law {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2019-20