

NIRMA UNIVERSITY
Institute of Management
Master of Business Administration (Family Business & Entrepreneurship) Programme
Term - III

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Course Code	MFB4CCOB03
Course Title	Organizational Change Management

Course Learning Outcomes (CLO):

At the end of the course, students will be able to:

1. Acquire theoretical and practical understanding of the concepts and principles of change management.
2. Analyze critically and evaluate business situations for developing change agenda.
3. Demonstrate skills to manage change as an entrepreneur/business owner.

Syllabus

Teaching Hours

<p>Unit I: Introduction to Change Management (CM)</p> <ul style="list-style-type: none"> • Concept, the need and the environmental forces • Types of change • Organizational change in MSMEs • Envisioning change 	04
<p>Unit II : Managing Workplace Change</p> <ul style="list-style-type: none"> • Assessing the need • Assessing the Organizations Readiness to Change • Managing resistance & roadblocks to • Understanding and Dealing with Emotional Responses & Attitude to Change. • Aligning the Need for Change with the Business Focus and Visioning to Change. 	05
<p>Unit III : Change Management Interventions</p> <ul style="list-style-type: none"> • Introduction to interventions-Strategic Interventions; Techno-Structural interventions; HRM Interventions; Human Process Interventions, Intergroup and third party interventions; • Implementing Evidence Based Change Management • Leading Change in MSMEs/startups • Requirements to become a successful Change Leader/Entrepreneurs 	06

Suggested Readings:

1. Burke, W.W., Organizational Change Theory and Practice, Sage Publication
2. Nilakant, V., Ramnarayan, S, Change Management, Sage Publication
3. Cawsey, T.F., Deszca, G., Ingols, C., Organizational Change an Action-oriented Toolkit, Sage Publications.
4. Paton, R.A., McCalman, J., Change Management – A guide to effective implementation, Sage Publication

5. Boudreau, J.W., Jesuthasan, R.,& Watson, T., Transformative HR How Great Companies use evidence based change for sustainable advantage, Jossey-Bass
6. Jick, T. D., Managing Change Cases & Concepts, HBS - McGraw Hill
7. K Harigopal, K., Managing Organizational Change – Leveraging Transformation Sage Publication
8. Richard Newton, R., Change Management, Pearson
9. Jim Griesemer, J., Organizational Change Themes & Issues, Oxford
10. Senior, B., and Jocelyne Fleming, J., Organizational Change, Pearson
11. Thornhill, A., Lewis, P., Millmore, M., and Saunders, M., Managing Change, Pearson

w.e.f. Academic Year 2019-20 and onwards