Liverpool John Moores University

Title: CHANGE AND KNOWLEDGE MANAGEMENT

Status: Definitive

Code: **75220STME** (112913)

Version Start Date: 01-08-2011

Owning School/Faculty: Liverpool Business School Teaching School/Faculty: Technical University of Ostrava

Team	emplid	Leader
Jarmila Hickman		Υ

Academic Credit Total

Level: FHEQ7 Value: 15.00 Delivered 36.00

Hours:

Total Private

Learning 150 Study: 114

Hours:

Delivery Options

Course typically offered: Standard Year Long

Component	Contact Hours	
Workshop	36.000	

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Essay	AS1	Coursework analysing an specific issue at work	100.0	

Aims

To provide students with: an understanding of the nature of organisational change; the role of a manager in dealing with that change; and skills which will allow them to contribute positively to the change process.

Learning Outcomes

After completing the module the student should be able to:

1 Critically evaluate and define the nature of the change process.

- 2 Use a range of appropriate conceptual tools applicable to the management of change situations.
- 3 Explain and critique how organisations can respond effectively to change.
- 4 Synthesise and analyse the key roles of human resource and information management in knowledge management.
- 5 Synthesise and analyse the links between knowledge management, knowledge tracking and knowledge migration in organisational/change management.
- 6 Design strategies to deal with resistance to change.

Learning Outcomes of Assessments

The assessment item list is assessed via the learning outcomes listed:

essay 1 2 3 4 5 6

Outline Syllabus

Identification of the sources of change influencing organisations, managers and employees.

Design of strategies for dealing with change at an individual level.

Use of soft systems methods and systemic analysis as an approach to change management.

Use of projects to encourage the change process.

Management of the change process.

Development of change management skills: information gathering; dealing with resistance; leading effective change.

Innovation and change.

Change management, Total Quality Management and Business Process Re-Engineering.

Knowledge management, knowledge tracking, knowledge transfer and knowledge migration.

Knowledge management, people and information, knowledge management and organisational change.

Learning Activities

Combination of workshops, mini lectures and seminars.

References

Course Material	Book
Author	DONNELLY, J H, GIBSON, J L and IVANCEVICH, J M
Publishing Year	1997
Title	Management
Subtitle	
Edition	

Publisher	1.vyd. Praha: Grada Publishing
ISBN	80-7169-422-3

Course Material	Book
Author	DRDLA, M and RAIS, K
Publishing Year	2001
Title	Řízení změn ve firmě
Subtitle	
Edition	
Publisher	1.vyd. Praha: Computer Press
ISBN	80-7226-411-7

Course Material	Book
Author	Huczynski, A A and Buchanan, D A
Publishing Year	2003
Title	Organisational Behaviour
Subtitle	an introductory text
Edition	5th
Publisher	London, Prentice Hall
ISBN	

Course Material	Book
Author	GREINER, L E and SCHEIN, V E
Publishing Year	1998
Title	Power and Organization Development
Subtitle	Mobilizing Power to Implement Change
Edition	1st ed.
Publisher	New York: Addison-Wesley Publishing Company
ISBN	0-201-12185-9

Course Material	Book
Author	KOONTZ, H and WEIHRICH, H
Publishing Year	1993
Title	Management
Subtitle	
Edition	
Publisher	10. vyd. Praha: Victoria Publishing
ISBN	80-85605-45-7

Notes

The module considers a wide range of issues relating to change within organisations. It will equip students with some of the skills needed to cope with changes at a personal level and also manage the process within an organisation. The importance of using projects to initiate change will be emphasised and students made aware of the need to encourage innovation within organisations.

Relationship between learning outcomes and assessment tasks: Students will be required to produce a report critically analysing some aspect(s) of the course as it relates to their organisation. This should evaluate how a change has been introduced or demonstrate how a proposed change process will be managed.