



Organizational Behaviour (ORGB) 390

Managing Change (Revision 7)

Delivery mode:	Individualized study online ↗ with eText ↗
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Credits:	3
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Area of study:	Applied Studies (Business and Administrative Studies)
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Prerequisites:	None. ADMN 232 and ORGB 326 are recommended.
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Precluded:	None
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Challenge:	ORGB 390 has a challenge for credit option.
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Faculty:	Faculty of Business ↗
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Status:	Replaced with new revision, see the course listing ↗ for the current revision 
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Notes:	Before enrolling in <i>Organization Behaviour 390</i> , you should have work experience or educational background that provides you
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with a basic understanding of organizational terminology, roles of managers, and basic theories of communication, motivation, and leadership. If you do not have previous work experience or university level studies in administration, we recommend you complete **Administration 232** and **Organization Behaviour 326** before enrolling in *Organization Behaviour 390*.

If you have questions about how your work experience or education may relate to this course, contact the Course Coordinator.

Students registering in grouped study mode are advised that there may be some differences in the evaluation and course materials information indicated below. To obtain the most up-to-date information, contact the Faculty of Business Student Support Centre at 1-800-468-6531.

Overview

Change processes are a natural part of evolution. However, the changes organizations face today and expect in the future present significant challenges. Managers assist organizational members in meeting both organizational and individual goals. With knowledge of the dynamics of change, managers can help individuals develop the resources and tools necessary to prepare for and move through change processes.

Since this course has been designed for those currently working in, or hoping to move into, a management position, the perspective of the manager/leader is woven throughout. Increasingly, as people work in teams where leadership is shared, managerial positions are de-



emphasized. This course will benefit anyone interested in understanding the processes of change from both personal and organizational perspectives.

Outline

The course consists of the following nine units.

- Unit One: Dynamics of Change
- Unit Two: Managerial/Leadership Responsibilities
- Unit Three: Assessing Organizational Needs
- Unit Four: Collecting and Analyzing Information, and Providing Feedback
- Unit Five: Designing and Evaluating Interventions
- Unit Six: Human Process Interventions
- Unit Seven: Technostructural Interventions
- Unit Eight: Human Resource Management Interventions
- Unit Nine: Strategic Interventions

Evaluation

To **receive credit**  for *Organizational Behaviour 390*, you must complete a project consisting of three assignments, and you must achieve a minimum grade of 50 percent on the final examination, and a minimum overall course grade of **D (50 percent)** . **You must submit all project assignments in order to receive a grade for the compilation of your project.** The following chart describes the credit weight associated with each course requirement:


Activity	Weight
Assignment 1	20%

Activity	Weight
Assignment 2	20%
Assignment 3	20%
Final Exam	40%
Total	100%

The **final examination** for this course must be taken online with an AU-approved exam invigilator at an approved invigilation centre. It is your responsibility to ensure your chosen invigilation centre can accommodate online exams. For a list of invigilators who can accommodate online exams, visit the **Exam Invigilation Network** [↗](#).

To learn more about assignments and examinations, please refer to Athabasca University's **online Calendar** [↗](#).

Materials

Cummings, T. G., & Worley, C. G. (2014). *Organization development & change* (10th ed.). Mason, OH: South-Western College Publishing. ISBN 9781133190455  (eText)

eText

Registration in this course includes an electronic textbook. For more information on **electronic textbooks** [↗](#), please refer to our **eText Initiative site** [↗](#).

Other Resources

All other learning resources will be available online.

Challenge for credit

Overview

The challenge for credit process allows you to demonstrate that you have acquired a command of the general subject matter, knowledge, intellectual and/or other skills that would normally be found in a university-level course.

Full information about **challenge for credit** [↗](#) can be found in the Undergraduate Calendar.

Evaluation

To **receive credit** [↗](#) for the ORGB 390 challenge registration, you must achieve a grade of at least **D (50 percent)** [📄](#) on the examination.

Online Exam



Challenge for credit course registration form

Important links

- › **Academic advising** [↗](#)
- › **Program planning** [↗](#)
- › **Request assistance** [↗](#)
- › **Support services** [↗](#)

Athabasca University reserves the right to amend course outlines occasionally and without notice. Courses offered by other delivery methods may vary from their individualized study counterparts.

Opened in Revision 7, November 7, 2014

Updated March 15, 2023

View **previous revision** 
