

## SAMPLE COURSE OUTLINE

### Course Code, Number, and Title:

BUSM 4120: Organizations and Change

### Course Format:

[Course format may vary by instructor. The typical course format would be:]

Lecture 4 h + Seminar 0 h + Lab 0 h

**Credits:** 3

**Transfer credit:** For information, visit [bctransferguide.ca](http://bctransferguide.ca)

### Course Description, Prerequisites, Corequisites:

This course examines the underlying concepts, principles, and assumptions of organizational development. Included is an investigation of macro factors such as organizational structure, coordination and control, power, authority, organizational politics and corporate culture, and their impact on effectiveness. It develops a framework around understanding natural versus planned change, models for managing change, the development of specific skills to manage change, the human side of change, and the transition process. Understanding the dynamics of organizational change is a critical skill for contemporary managers.

Registration in this course is restricted to students admitted to the BBA and BRM programs.

Prerequisite(s): Completion of a minimum 54 credits, including CMNS 2228 with a minimum 'C' grade, and six additional credits of university-transferable English or Communications with a minimum 'C' grade.

### Learning Outcomes:

Upon successful completion of this course, students will be able to:

- apply the fundamental organization development process in an organizational change setting
- articulate an individual's strengths and challenges as a person and leader of change
- articulate the process and applicability of one key organization development model
- identify the different demands and the competencies required to lead change effectively
- articulate issues, considerations and constraints inherent in leading change in an organization
- describe the nature of organizational learning and techniques managers can use to leverage collective knowledge and experience

**Instructor(s):** TBA

**Office:** TBA      **Phone:** 604 323 XXXX      **Email:** TBA

**Office Hours:** TBA

snəwəyət̚ leləm̚ Langara College acknowledges that we are located on the unceded territory of the Musqueam people.

## **Textbook and Course Materials:**

[Textbook selection may vary by instructor. An example of texts and course materials for this course might be:]

Palmer, I, Dunford, R, Buchanan, D. "Managing Organizational Change- A multiple perspectives approach", 3<sup>rd</sup> edition. McGraw Hill. 2017.

*Note: This course may use an electronic (online) instructional resource that is located outside of Canada for mandatory graded class work. You may be required to enter personal information, such as your name and email address, to log in to this resource. This means that your personal information could be stored on servers located outside of Canada and may be accessed by U.S. authorities, subject to federal laws. Where possible, you may log in with an email pseudonym as long as you provide the pseudonym to me so I can identify you when reviewing your class work.*

## **Assessments and Weighting:**

**Final Exam** 20%

**Other Assessments %**

**(An example of other assessments might be:) %**

Assignments: 15%

Portfolio: 15%

Project: 30%

Participation: 10%

Other: 10%

Number of assignments: 4

Number and variety of writing assignments: Industry project including in class presentation, and case studies

Proportion of individual and group work:

Individual: 75%

Group: 25%

**Grading System:** Letter grade

Specific grading schemes will be detailed in each course section outline.

## **Topics Covered:**

[Topics covered may vary by instructor. An example of topics covered might be:]

- Problem definition
- Effective change management
- Corporate culture
- Employee empowerment

*This generic outline is for planning purposes only.*

- Organizational development
- Total quality management
- Effective communication

As a student at Langara, you are responsible for familiarizing yourself and complying with the following policies:

**College Policies:**

[E1003 - Student Code of Conduct](#)

[F1004 - Code of Academic Conduct](#)

[E2008 - Academic Standing - Academic Probation and Academic Suspension](#)

[E2006 - Appeal of Final Grade](#)

[F1002 - Concerns about Instruction](#)

[E2011 - Withdrawal from Courses](#)

**Departmental/Course Policies:**

*This generic outline is for planning purposes only.*