|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **UNIVERSITY OF NIŠ** | | | | | | |
| **Course Unit Descriptor** | | **Faculty** | | | Faculty of Economics | |
| **GENERAL INFORMATION** | | | | | | |
| Study program | | | | **Economics** | | |
| Study Module (if applicable) | | | | Enterprise Management | | |
| Course title | | | | Organizational Change Management | | |
| Level of study | | | | Bachelor  Master’s  Doctoral | | |
| Type of course | | | | Obligatory  Elective | | |
| Semester | | | | Autumn Spring | | |
| Year of study | | | | First | | |
| Number of ECTS allocated | | | | 5 | | |
| Name of lecturer/lecturers | | | | Ivana Z. Simić | | |
| Teaching mode | | | | Lectures Group tutorials  Individual tutorials  Laboratory work  Project work  Seminar  Distance learning  Blended learning  Other | | |
| **PURPOSE AND OVERVIEW (max. 5 sentences)** | | | | | | |
| *Allow students insight into the nature and character of organizational changes; enable students to acquire the fundamental theoretical and practical knowledge in the field of Organizational change; train students for their future successful integration into business practices and effective management of organizational change.*  *Understanding the nature and importance of organizational changes; understanding the key perspectives and theories of organizational changes, the contents and models of organizational changes and the key activity of managers in that process; developing skills for successful integration of students into business practices and for effective management of organizational changes.* | | | | | | |
| **SYLLABUS (brief outline and summary of topics, max. 10 sentences)** | | | | | | |
| *Classification of theories and perspectives of organizational changes; Organizational development; Decline, turnaround and reducing the organization; The life cycle of the organization; Organizational adaptation; Model of organizational change management; Initiating organizational change; Diagnosing the state of the organization and the causes of organizational change; Creating a vision and planning the new organization; Planning and organizing the process of change; Motivation for change; Implementation of change; Management of the structure of power and prolitical processes; Management of personnal transition; Freezing change.* | | | | | | |
| **LANGUAGE OF INSTRUCTION** | | | | | | |
| Serbian (complete course)  English (complete course)  Other \_\_\_\_\_\_\_\_\_\_\_\_\_ (complete course)  Serbian with English mentoring Serbian with other mentoring \_\_\_\_\_\_\_\_\_\_\_\_\_\_ | | | | | | |
| **ASSESSMENT METHODS AND CRITERIA** | | | | | | |
| **Pre exam duties** | **Points** | | **Final exam** | | | **points** |
| **Activity during lectures** | **30** | | **Written examination** | | |  |
| **Practical teaching** |  | | **Oral examination** | | | **50** |
| **Teaching colloquia** | **20** | | **OVERALL SUM** | | | **100** |
| **\*Final examination mark is formed in accordance with the Institutional documents** | | | | | | |