|  |
| --- |
|  **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 [x]  Master’s [ ]  Doctoral |
| Type of course | [x]  Obligatory [ ]  Elective |
| Semester  |  [x]  Autumn [ ] Spring |
| Year of study  | First |
| Number of ECTS allocated | 5 |
| Name of lecturer/lecturers | Ivana Z. Simić |
| Teaching mode |  [x] Lectures [ ] Group tutorials [ ]  Individual tutorials [ ] Laboratory work [x]  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** |
| [x] Serbian (complete course) [ ]  English (complete course) [ ]  Other \_\_\_\_\_\_\_\_\_\_\_\_\_ (complete course)[x] 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** |