

Organizational Behaviour (ORGB) 390

Managing Change (Revision 8)

Status: Replaced with new revision, see the [course listing](#) for the current revision ✕

Delivery mode: Individualized study online with eText

Credits: 3

Area of study: Applied Studies (Business and Administrative Studies)

Prerequisites: None. **ADMN 232** and **ORGB 326** are recommended. Students should have work experience or education that has covered organizational terminology, managerial roles, and basic theories of communication, motivation, and leadership.

Precluded: None

Challenge: ORGB 390 has a challenge for credit option.

Faculty: Faculty of Business

Notes: 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, change presents significant challenges to organizations. Managers assist organizational members in meeting both organizational and individual goals, including navigating change. Knowing the dynamics of change enables managers to 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 management positions, the perspective of the manager/leader is woven throughout. Increasingly, as people work in teams where leadership is shared, managerial positions are becoming 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 nine lessons:

- Lesson 1: Overview of Organization Development
- Lesson 2: Managerial and Leadership Responsibilities
- Lesson 3: The Process of Organization Development
- Lesson 4: Collecting, Analyzing, and Feeding Back Assessment Information
- Lesson 5: Designing, Managing, and Evaluating Interventions
- Lesson 6: Human Process Interventions
- Lesson 7: Technostructural Interventions
- Lesson 8: Human Resource Interventions
- Lesson 9: Strategic Change Interventions

Evaluation

To **receive credit** for ORGB 390, you must achieve a composite course grade of at least **D (50%)**  for the entire course.

The following chart describes the credit weight associated with each course requirement:

Activity	Weight
Assignment 1	25%
Assignment 2	25%
Assignment 3	25%
Assignment 4	25%
Total	100%

To learn more about assignments and examinations, please refer to Athabasca University's **online Calendar**.

Materials

Cummings, T. G., & Worley, C. G. (2019). *Organization development & change* (11th ed.). Cengage Learning. ISBN: 978-1-337-61883-0 (eText)

Kotter, J. & Rathgeber, H. (2017). *Our iceberg is melting* (10th Anniversary ed.). Penguin. (Print)

Kotter, J. & Rathgeber, H. (2016). *That's not how we do it here!* Portfolio. (Print)

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 challenge assignment.

Comprehensive Challenge Assignment

[📄](#) **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.

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Updated November 5, 2024

View [previous revision](#) 
