

Change Management

Title of module / classification (basic or advanced studies)	Change Management
Name of professor	Prof. Dr. Marina Fiedler
Frequency of module availability / duration of module	Every winter term 1 semester
Module content	<p>The lecture examines the topic of change management: In its course, the following questions are covered:</p> <ul style="list-style-type: none"> • Which organizational changes have emerged or are about to emerge? • What does Change Management mean and which concepts, methods, and instruments does Change Management make available to constructively support and assist organizational change? • Which obstacles and challenges are to be expected in the course of change processes and how can they be overcome? • What can psychology teach us about leadership in change processes and overcoming obstacles? • What meaning does leadership have in change processes and where do the opportunities lie? • Which methods does project management make available for conducting change processes and how can both concepts complement one another? • What kind of miscommunication can occur in change projects and how can the communication in change projects run along positive and constructive lines? <p>Further information on the lecture will be available on StudIP at the start of the lecture.</p>
Skills the module seeks to convey	<ul style="list-style-type: none"> • Appreciating the relevance of change processes • Understanding concepts, methods, and means of change management • Communication and leadership in change processes and projects • Getting to know the connection between theory and empiricism with the background of Change Management as an area of conflict between the two • Examining articles from scientific journals • Attaining necessary skills for mastering challenges in later studies (seminar papers, finals, etc.)

Teaching and studying methods	<ul style="list-style-type: none"> • Interactive classroom teaching • Individual and group practice problems • Discussion of the subject matter of classes and lectures 		
Prerequisites	The module should be completed in the second half (4th semester) of bachelor studies. As to other degree courses the entry requirements are applied with reference to the corresponding study and examination regulations (StuPO).		
Purpose/ Use/ usability of the module within its area of study as well as for other modules and fields	The module is suitable for all courses of study which aim to convey in-depth insight into the field of business.		
Composition of the workload:			
Types of instruction:		Hours/ week	LP / ECTS
Lectures		2	
Classes		2	
Total		4	
Composition of the workload (in hours of 60 minutes, for 15 weeks per semester, i.e. 14 weeks of lectures and one week of final exams)			
	In-class time		Revision and study time
Lecture	30	45	
Classes	30	45	
Type of exam/ requirements for being awarded credit points	<p>Written 60-minute exam in the middle of the semester.</p> <p>Prerequisite for participation in the exam is the completion of various assignments during the semester. Detailed information on the assignments will be given during class as well as on the StudIP platform.</p>		
Weight of individual performance in the overall grade	<p>Assignments: 30%</p> <p>Final exam: 70%</p>		
Special activities (e.g. online instruction, excursions, guest lectures etc.)	Possibly guest lectures from working professionals		
Recommended reading (text books, study guides, literature)	<p>Picot, A.; Dietl, H.; Franck, E.; Fiedler, M.; Royer, S. (2012): Organisation, 6. Auflage.</p> <p>Current journal articles.</p>		
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