

Course Unit Information Sheet

University: <i>Alexander Dubček University in Trenčín</i>	
Faculty: <i>Faculty of Social and Economic Relations</i>	
Course unit code: <i>LZPV4</i>	Course unit title: <i>Change Management</i>
Planned types, learning activities and teaching methods: <i>2/2 weekly</i>	
Number of credits: <i>5</i>	
Recommended semester/trimester: <i>2nd semester</i>	
Degree of study: <i>III (PhD.)</i>	
Course prerequisites: <i>LZP13 Management, LZP48 Strategic Management in a foreign language</i>	
Assessment methods: <i>Continuous assessment: at least 80% attendance in lectures is required (30 score points). In addition, writing and presenting a term project (up to 70 score points) is required. In total, 100 points can be obtained, minimum score required is 70 points. The grading system is as follows: (E)-70 to 74 points, (D)-75 to 82 points, (C)-83 to 88 points, (B)-89 to 92 points, (A)-93-100 points.</i>	
Learning outcomes: <i>Upon the course unit completion, students will get a deeper insight into the change management and acquire practical skills in change management applications in a constantly changing and difficult to predict environment. Students should be able to manage changes, process macro and micro conditions and determinants of changes, and to evaluate the effects of changes. Students should understand the process of using effective methods and tools to ensure the change management process.</i>	
Course unit contents:	
<ol style="list-style-type: none"> 1. Introduction to Change Management. 2. The context of global, local and organizational changes. 3. A brief history of change management in organizations. 4. Causes and Reasons of organizational changes. 5. Change identification. 6. Monitoring organization changes. 7. Managing the process of implementing changes. 8. Assessment of change impacts. 9. Changes and development of a change forecast. 10. Methods and tools of change management. 11. Risk management in organizational changes. 12. Organizational changes and changes in organization's strategies. 	
Recommended reading:	
<p><i>APMG (2014). The Effective Change Manager's Handbook: Essential Guidance to the Change Management Body of Knowledge. Kogan Page. ISBN 978-0749473075</i></p> <p><i>Cameron, E., Green, M. (2015). Making Sense of Change Management: A Complete Guide to the Models, Tools and Techniques of Organizational Change. Kogan Page. ISBN 978-0749472580</i></p> <p><i>Drdla, M., Rais, K. (2001). Řízení změn ve firmě: Reengineering: Jak vybudovat úspěšnou firmu. Praha: Computer Press. 145 s. ISBN 80-7226-411-7</i></p> <p><i>Hiatt, J., Crasey, T. (2012). Change Management: The People Side of Change. Prosci Learning Center Publications. ISBN 978-1930885615</i></p> <p><i>Kotter, J. P. (2015). Přidejte na rychlosti! 8 urychlovačů transformace vaší firmy v turbulentní ekonomice. Praha: Management Press. 148 s. ISBN 978-80-7261-301-4</i></p> <p><i>Kotter, J. P. (2000). Vedení procesu změny: Osm kroků úspěšné transformace podniku v turbulentní ekonomice. Praha: Management Press, Profit, a.s. 190 s. ISBN 80-7261-015-5</i></p>	

Kotter, J. P (2012). *Leading Change*. Harvard Business Review Press. ISBN 978-1422186435
Kotter, J. P., Kim, W. CH. (2011). *HBR's 10 Must Reads on Change Management (including featured article "Leading Change," by John P. Kotter)*. Harvard Business Review Press. ISBN 978-1422158005

Little, J. (2014). *Lean Change Managment: Innovative Practices For Managing Organizational Change*. Happy Melly Express. ISBN 978-0990466505

Rais, K., Drdla, M. (2001). *Řízení změn ve firmě*. Praha: Computer press. ISBN 80-7226-411-7

Rais, K., Kubičková, L.(2012). *Řízení změn ve firmách a jiných organizacích*. Praha: Grada publishing. 136 s. ISBN 978-80-247-4564- 0

Smejkal, V., Rais, K. (2013). *Řízení rizik ve firmách a jiných organizacích*. Praha: Grada Publishing, a.s. s. 1 - 466. ISBN 978-80-247-4644- 9

Language: Slovak

Remarks: The course unit is offered in the 1st year of study, full time/summer semester or in the 2nd year of study, part-time/winter semester. A compulsory - optional course unit.

Evaluation history

Total number of students assessed: 0

A	B	C	D	E	FX
A	b	C	d	e	fx

Lecturer: Assoc. Prof. Ing. Ján Kútik, CSc. – course unit lecturer

Last modification: March 30, 2016

Supervisors: Prof. Ing. Mag. Dr. Herbert Strunz, PhD., Assoc. Prof. Mgr. Sergej Vojtovič, DrSc., Assoc. Prof. Ing. Adriana Grenčíková, PhD. – guarantors of the Human Resources and Personnel Management program of study