



## Syllabus of the course «Change management»

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|--|---|
| <b>Specialty</b>                           | <i>D3 Management</i>  |
| <b>Study Programme</b>                     | <i>Project Management</i>   |
| <b>Study cycle (Bachelor, Master, PhD)</b> | <i>Second (master)</i>  |
| <b>Course status</b>                       | <i>Elective</i>   |
| <b>Language</b>                            | <i>English</i>  |
| <b>Term</b>                                | <i>First year first semester or first year second semester</i>  |
| <b>ECTS credits</b>                        | <i>5</i>  |
| <b>Workload</b>                            | <i>Lectures – 16 hours<br/>Practical studies (seminars) – 24 hours<br/>Self-study – 110 hours</i>   |
| <b>Assessment system</b>                   | <i>Grading</i>  |
| <b>Department</b>                          | <i>Department of Enterprise Economics and Business Organization, The second educational building, r. 40, +38 (057) 702-18-34, 3-42,<br/><a href="http://www.kafepm.hneu.edu.ua">http://www.kafepm.hneu.edu.ua</a></i> |
| <b>Teaching staff</b>                      | <i>Ainura Mosumova, PhD, Associate professor</i>  |
| <b>Contacts</b>                            | <i>ainura.mosumova@hneu.net</i>   |
| <b>Course schedule</b>                     | <i>Lectures: according to the schedule<br/>Practical studies: according to the schedule</i>   |
| <b>Consultations</b>                       | <i>At the Department of Enterprise Economics and Business Organization, offline, according to the schedule, individual, PNS chat.</i>   |

### **Learning objectives and skills:**

the aim of the course is to equip students with a comprehensive understanding of the principles, methods, and tools of effective change management in organizations, considering ongoing changes, competitiveness, digital transformation, and the role of human capital.

### **Structural and logical scheme of the course**

| <b>Prerequisites for learning</b> | <b>Post requisites</b> |
|-----------------------------------|------------------------|
| -                                 | -                      |
| -                                 | -                      |

### **Content of the course**

**Content module 1.** *Theoretical foundations of change management and environmental analysis for ensuring competitive advantages*

**Topic 1.** The nature and essence of organizational change

**Topic 2.** Classification of organizational change: types, scope, examples

**Topic 3.** Diagnosis of the competitive environment of the organization

**Topic 4.** Formation of an organization's competitive advantages in the context of change

**Content module 2.** *Modern technologies of change management and organizational competitiveness*

**Topic 5.** Methods for ensuring the enterprise's competitive advantages in the context of change

**Topic 6.** Technology for ensuring an organization's competitive advantages in the context of change

**Topic 7.** Leadership and the role of the change manager

**Topic 8.** Social responsibility of the organization in the context of change

### **Teaching environment (software)**

*Multimedia projector, S. Kuznets PNS, Corporate Zoom system*



### **Assessment system of learning outcomes**

Assessment of students' learning outcomes is carried out by the University according to the cumulative 100-point system.

Current control is carried out during lectures, practical (seminar) classes and is aimed at checking the level of preparedness of the higher education applicant to perform specific work and is assessed by the sum of the points scored.

Final control includes semester control, which is carried out in the form of an exam.

The maximum possible number of points for current control during the semester is 60, and the minimum possible number of points is 35, for the final control (exam) the maximum possible number of points is 40 and the minimum possible number of points is 25.

Current control includes the following control measures: tasks by topics; tests; topic-based presentations.

***More detailed information on assessment and grading system is given in the technological card of the course.***

### **Course policies**

Teaching of the academic discipline is based on the principles of academic integrity.

Violation of academic integrity includes academic plagiarism, fabrication, falsification, cheating, deception, bribery, and biased assessment.

Education seekers may be brought to the following academic responsibility for breach of academic integrity: repeated assessment of the corresponding type of learning activity.

***More detailed information about competencies, learning outcomes, teaching methods, assessment forms, self-study is given in the Course program***