

Table 5.2 Specification of Course

Study Program: Material and Energy Flows Management			
Type and level of study: Master Academic Degree			
Name of Course: System Change Management			
Lecturer: Leposava Grubić-Nešić, Danijela Lalić			
Status of Course: elective			
Credits (ECTS): 4			
Preconditions: none			
Aims of of the Course The aim of the course is to recognize and understanding of the theories, concepts and models of change process. Evaluate personal factor of change process and how to prepare for change, identify the impact of individual personality types on responses to change and recognize early signs of resistance to change. Also, the aim of the course is to introduce organizational change, change management, as well as the factors that affect them. Organizational changes are taking place according to certain styles, rules and models, that need to know to make the changes take place successfully.			
Outcomes/Competences of the Course Students are trained to understand theoretical and practical basis of change management and acquire necessary knowledge for better understanding of global importance of change management. This course equips students with the skills of recognise and leading change in organization, with understanding of the dynamic relationship between human and economic systems. Students are also introduced with basic laws of human side during the implementation of changes and opportunities that provide changes.			
Description of the Course Content Personal factors of Change; Values and Change; Change of attitudes, emotions and motive; Recessance to change; Culture and Change; Willingness for Change; Motivation for Change; Life Cycle of Change; Models of Change; Organizational Change; Team Change; Leading Change ; Managing Change ; Styles of Managing Change; Benefits of change.			
Required Readings 1. Making sense of change management: a complete guide to the models, tools and techniques of organizational change, E. Cameron M. Green; London, Kogan Page, 2009. 2. Change Management, R. Paton, J. McCalman; London Sage Publications Ltd., 2008.			
Lessons			Other hours
Theory: 30	Practice:30	Other:	
Teaching Methods Lectures and students group work			
Grade (maximal number of points: 100)			
Pre-exam duties	Points	Final exam	Points
Activity during the lectures	10	Oral exam	30
Test I and Test II	40		
Seminar paper	20		