Syllabus

1. Programme information

1.1. Institution	THE BUCHAREST UNIVERSITY OF ECONOMIC STUDIES
1.2. Faculty	Business Administration in Foreign Languages
1.3. Departments	Department of Business Administration in foreign languages (UNESCO chair)
1.4. Field of study	Business Administration
1.5. Cycle of studies	Master Studies
1.6. Education type	Full-time
1.7. Study programme	Business Administration
1.8. Language of study	English
1.9. Academic year	2019-2020

2. Information on the discipline

2.1. Name	**Change management**							
2.2. Code	**19.0254IF2.1-0002**							
2.3. Year of study	**2**	2.4. Semester	**1**	2.5. Type of assessment	**Exam**	2.6. Status of the discipline	**O**	2.7. Number of ECTS credits	**8**
2.8. Leaders	C(C)	**conf.univ.dr. NISTOREANU BOGDAN-GABRIEL**			bogdannistoreanu@yahoo.co.uk			
	S(S)	**cadrul did. asoc. MARINESCU MIHAI**			mmarinescu@gmail.com			

3. Estimated Total Time

3.1. Number of weeks	14.00		
3.2. Number of hours per week	3.00	of which	
		C(C)	1.00
		S(S)	2.00
3.3. Total hours from curriculum	42.00	of which	
		C(C)	14.00
		S(S)	28.00
3.4. Total hours of study per semester (ECTS*25)	200.00		
3.5. Total hours of individual study	158.00		

Distribution of time for individual study	
Study by the textbook, lecture notes, bibliography and student's own notes	20.00
Additional documentation in the library, on specialized online platforms and in the field	25.00
Preparation of seminars, labs, assignments, portfolios and essays	25.00
Tutorials	20.00
Examinations	50.00
Other activities	18.00

4. Prerequisites

4.1. of curriculum	
4.2. of competences	

5. Conditions

for the C(C)	Classroom with computer and beamer
for the S(S)	Classroom with computer and beamer

6. Acquired specific competences

	C3	Design and redesign of complex business processes in accordance with the principles of efficiency and ethics.

7. Objectives of the discipline

7.1. General objective	Developing the capacity to take decisions better adapted to an increasingly dynamic and complex business environment
7.2. Specific objectives	Obtaining the techniques and concepts specific to the management of change Developing the abilities that will help with planning an organizational change

8. Contents

8.1. C(C)	Teaching/Work methods	Recommendations for students
1 Characteristics of organizational change	Interactive methods and using media technology	
2 Corporate identity and resitence to change	Interactive methods and using media technology	
3 Business Process Reengineering	Interactive methods and using media technology	
4 Change and organizational change	Interactive methods and using media technology	
5 Analysis of core competences	Interactive methods and using media technology	
6 Sphere of influence model	Interactive methods and using media technology	
7 Planning the change	Interactive methods and using media technology	

Bibliography

- Tantau A., Fundamente ale schimbarii oragnizationale, ASE, Bucuresti, 2004, România

- Brunes B. , Managing change, Prentice Hall, London, 2004, Marea Britanie

8.2. S(S)	Teaching/Work methods	Recommendations for students
1 Characteristics of organizational change	Discussions	
2 Corporate identity and resistence to change	Discussions	
3 Business Process Reengineering	Case study	
4 Change and organizational change	Case study	
5 Analysis of core competences	Case study	
6 Sphere of influence model	Case study	
7 Planning the change	Case study	
8 Use of launching an organizational change	Case study	
9 Ways of reducing the resistence to change	Exercises	
10 Change through organisational learning	Case study	
11 Change in human resources	Debate, exercises	
12 Innovation - pathways to change	Case study, exercise	
13 System dynamics in organizational change	Case study	
14 New technologies and imposed change	Case study	

Bibliography

- Tantau A., Fundamente ale schimbarii oragnizationale, ASE, Bucuresti, 2004, România

- Brunes B. , Managing change, Prentice Hall, London, 2004, Marea Britanie

9. Corroboration of the contents of the discipline with the expectations of the representatives of the epistemic community, of the professional associations and representative employers in the field associated with the programme

The course content has been correlated with the requirements of the Romanian business environment through a series of meetings and professionals debates.

10. Assessment

Type of activity	Assessment criteria	Assessment methods	Percentage in the final grade
10.1. C(C)		Default point	10.00
10.2. S(S)	Progressive evaluation	Case studies, Homework	40.00
10.3. Final assessment			50.00
10.4. Modality of grading	Whole notes 1-10		
10.5. Minimum standard of performance	50%		

Date of listing,
03/29/2020

Signature of the discipline leaders,

Date of approval in the department

Signature of the Department Director,