

**SES's L.S. RAHEJA COLLEGE OF ARTS AND COMMERCE
(AUTONOMOUS)**



BOARD OF STUDIES: COMMERCE & MANAGEMENT

PROGRAMME: B.COM (MANAGEMENT STUDIES)

SEMESTER: IV

NOMENCLATURE OF THE COURSE: CHANGE MANAGEMENT

NEP Vertical: SEC

Credit: 2

(As Per Choice Based Credit System (under NEP 2020) with effect from the Academic Year 2025-26)



Program: Bachelor of Commerce (Management Studies)		Semester : III			
Course : CHANGE MANAGEMENT Academic Year: 2025-2026 Batch: 2024-2026		Code:			
Teaching Scheme	Evaluation Scheme				
Lectures	Practical	Tutorials	Credits	Internal Continuous Assessment (ICA) (weightage)	Term End Examinations (TEE) (weightage)
30	NA	NA	2	20 marks/40% of the total marks	30 marks/60% of the total marks

Learning Objectives :	<ul style="list-style-type: none"> i. To enable the student to understand the concept of change management. ii. To identify and engage key stakeholders, manage resistance, and communicate change effectively. iii. To help them to emerge as leaders in the organizations.
Learning Outcomes :	<ul style="list-style-type: none"> i. To identify the role of leadership in change management. ii. To recognize change, communication and resistance to change. iii. To categorize the role of HR in change management. iv. To analyse the relevance of Change with Organizational Culture
Pedagogy:	Classroom Lectures, Interactive discussions, Case Studies, Business Simulations, Group Activity, Simulation Games

Each lecture session would be of one hour duration (30 sessions).

Module	Module Content	Module Wise Pedagogy Used	Module Wise Duration/ Lectures
1	<p>Basics of Change Management</p> <p>Meaning, Definition, nature and Types of Change: Individual, Group and Organisational change. Need for change, Key roles in organisational change, Process of organisational change</p> <p>Resistance to Change</p> <p>Meaning, Definition, Sources of Resistance to change- Individual, organizational sources, Impact of change on people, Dealing with resistance to change, Role of Communication in managing change.</p>	Classroom Lectures, Case Study, Group Activity	15
2	<p>Leading the Change</p> <p>The leadership of Change - Organizational learning and change- power, politics and Organizational change- Organisational conflicts and change.</p> <p>Effectiveness of Change</p> <p>Interventions in organisational change, Organisational culture and dealing with change, Corporate culture and change, Issues in culture change.</p>	Classroom Lectures, Case Study, Group Activity, Simulation Games	15

REFERENCE BOOKS

1. Waddell, D., Creed, A., Cummings, T. G., & Worley, C. G. (2016). *Organisational change: Development and transformation*. Cengage Au.
2. Cengage Learning, Indian Edition 2016 2. Adrian Thornhill ,Managing Change, Pearson Publications, 2016
3. Kour, J., & Bhatia, R. (2025). From Self-Awareness to Social Skills: The Journey of Emotionally Intelligent Leadership. In *Emotionally Intelligent Methods for Meaningful Leadership* (pp. 173-196). IGI Global Scientific Publishing.
4. S.K. Bhatia, Management of Change and Organisational Development: Innovative Strategies and Approaches, Deep & Deep Publications, 2015

Internal Continuous Assessment (ICA) Pattern

Particulars	Marks
Presentation/Viva Voce	10
Assignment/Project	10
Total	20

Semester End Examinations (SEE)

Question Paper Pattern

Maximum Marks: 30

Duration: 1 Hour

All questions are compulsory.

Question No.	Description	Total Marks
1	A. Full Length Theory Question OR	12
	B. Full Length Theory Question	
2	A. Full Length Theory Question OR	12
	B. Full Length Theory Question	
3	Short Notes (Any 2 out of 3) OR Case Study	6

Note: The Full-length theory questions of 12 marks each may be split up into two smaller questions carrying 6 marks each