

## Change Management (F000820)

Due to Covid 19, the education and evaluation methods may vary from the information displayed in the schedules and course details. Any changes will be communicated on Ufora.

<b>Course size</b>	<i>(nominal values; actual values may depend on programme)</i>		
<b>Credits</b> 5.0	<b>Study time</b> 150 h	<b>Contact hrs</b>	45.0 h

### Course offerings and teaching methods in academic year 2021-2022

A (semester 2)	English	Gent	online seminar	0.0 h
			seminar	20.0 h
			lecture	22.5 h
			self-reliant study activities	2.5 h
			online lecture	0.0 h

### Lecturers in academic year 2021-2022

Easton, Marleen	EB25	lecturer-in-charge
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### Offered in the following programmes in 2021-2022

	crdts	offering
<a href="#">Bachelor of Science in Public Administration and Management</a>	5	A
<a href="#">Master of Science in Public Administration and Management</a>	5	A
<a href="#">Master of Science in Sociology</a>	5	A
<a href="#">Exchange programme in Economics and Business Administration</a>	5	A
<a href="#">Exchange Programme in Political and Social Sciences</a>	5	A

### Teaching languages

English

### Keywords

Culture, Structure, Change Management, Public Sector Reform.

### Position of the course

The student develops insight in the broader processes of public sector reform, and the implications for public policy and management.

- The student develops insight into theoretical paradigms in relation to change management, with a focus on public management.
- The student is capable to discuss on an academic level and to reflect from an interdisciplinary point of view on topics related to change management.
- The student is able to apply the insights on the role of structure and culture in relation to processes of change in the public sector.

### Contents

Theoretical concepts in relations to change management are explained with a focus on the relations between structure and culture in processes of public sector reform in general, and processes of change in public organizations in particular.

### Initial competences

inzicht in public management.

### Final competences

- 1 Being able to read and understand scientific literature on concepts in relation to change management
- 2 The students are able to reflect critically in relation to specific cases on change management

in the public sector.

- 3 Being able to design a small scale research in relation to change processes in the public sector.
- 4 Being able to conduct independently a small scale research on the relevant issues of change management in the public sector, and public sector reform
- 5 Being able to use different research methods

#### **Conditions for credit contract**

Access to this course unit via a credit contract is determined after successful competences assessment

#### **Conditions for exam contract**

This course unit cannot be taken via an exam contract

#### **Teaching methods**

Lecture, seminar, self-reliant study activities, online lecture, online seminar

#### **Extra information on the teaching methods**

A mix of educational techniques: formal lectures, guest lecturers, discussions, small-scale research project and independent study work.

#### **Learning materials and price**

Reader, slides  
and personal notes.

#### **References**

#### **Course content-related study coaching**

On request of the student

#### **Evaluation methods**

end-of-term evaluation and continuous assessment

#### **Examination methods in case of periodic evaluation during the first examination period**

Oral examination

#### **Examination methods in case of periodic evaluation during the second examination period**

Oral examination

#### **Examination methods in case of permanent evaluation**

Assignment

#### **Possibilities of retake in case of permanent evaluation**

examination during the second examination period is possible

#### **Extra information on the examination methods**

Oral examination in relation to written paper.  
Second exam period: oral examination in relation to (re)written paper.

#### **Calculation of the examination mark**