



Меѓународен Универзитет Визион - International Vision University
 Universiteti Ndërkombëtar Vizion - Uluslararası Vizyon Üniversitesi

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SYLLABUS

COURSE NAME	COURSE CODE	SEMESTER	COURSE LOAD	ECTS
CHANGE MANAGEMENT	2031	6	180	6

Prerequisite(s)	None
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Course Language	Turkish
Course Type	Elective
Course Level	First Cycle
Course Lecturer	
Course Assistants	
Classroom	
Extra Curricular Office Hours and Location	Meeting: Consultancy:

Course Objectives	This course examines the processes of change and intervention techniques, behavioral sciences and aims to contribute to the understanding of change management in organizations. It also aims to be associated with different business cases and implementation of theories and ideas. Students within the main issues and different approaches to the ever changing and dynamic environment in an effective and efficient organizational change management will be shown.
Course Learning Outcomes	<ul style="list-style-type: none"> • Define the change. • How to explain what happened. • Discuss what is the result. • Examples of how it affects individuals. • Individuals will be able to describe the changes in the organizational and social dimensions. • Explain the changes taking place in each level. • They relate to communicate with each other. • Individuals will compare which of the most affecting change. • Evaluation and in what form the change occurred. • factors that cause change classes. • searches factors affecting change. • Shows over the change. • discuss the consequences of the change. • Be able to apply leadership and change. • To explain the role of leader and change leadership. • Discuss the leader of individuals and institutions influence. • Idera explain the guidance of individuals and organizations
Course Contents	Viewing cause changes to the participants and the problems encountered in the exchange of information and skills related to gain.

WEEKLY SUBJECTS AND RELATED PREPARATION STUDIES

Week	Subjects	Related Preparation
1	Change and Organizational Change Log	Related Chapters of Course Sources
2	Organizations and Changing Environments Exchange Related Data and Myths	Related Chapters of Course Sources
3	Architecture of Change	Related Chapters of Course Sources
4	Parameters of commitment and collaborators	Related Chapters of Course Sources
5	Change Parameters	Related Chapters of Course Sources
6	Culture Parameters	Related Chapters of Course Sources
7	Mid-term Exam	Related Chapters of Course Sources
8	Change Start	Related Chapters of Course Sources
9	Ac- Methods for Change Strategies	Related Chapters of Course Sources
10	Actions Actors for Change-Change Strategy, Management Development	Related Chapters of Course Sources
11	Organizational Development	Related Chapters of Course Sources
12	Change Strategies for Action-TOM-BP	Related Chapters of Course Sources
13	Learn ac-Strategies for Change Organizations, Compensation Strategies	Related Chapters of Course Sources
14	Questions for change management last version of the course	Related Chapters of Course Sources
15	Final Exam	Related Chapters of Course Sources

ECTS / WORKLOAD TABLE

Presentation / Seminar			
Hours for off-the-classroom study (Pre-study, practice)	14	3	42
Midterm Exam	1	12	12
Final examination	1	14	14
Total Work Load			
ECTS	6		

GENERAL PRINCIPLE RELATED WITH COURSE

Dear students,

In order to be included, learn and achieve full success that you deserve in the courses you need to come well prepared by reading the basic and secondary textbooks. We are expecting from you carefully to obey to the course hours, not to interrupt the lessons unless is very indispensable, to be an active participant on the courses, easily to communicate with the other professor and classmates, and to be interactive by participating to the class discussions. In case of unethical behavior both in courses or on exams, will be acting in framework of the relevant regulations. The attendance of the students will be checked in the beginning, in the middle or at the end of the lessons. Throughout the semester the students who attend to all lectures will be given 15 activity-attendance points in addition to their exam grades.

SOURCES**COMPULSORY LITERATURE**

No	Name of the book	Author's Name, Publishing House, Publication Year
1	Eğitim Örgütlerinde Değişim Yönetimi	Dr. M. Akif Helvacı, Nobel Yayın Dağıtım
2	Managing Change in Organisations	Colin A. Carnall, Prentice Hall, 2003
3	Менаџмент Во Образованието и Образовна Политика	Анета Спирова

ADDITIONAL LITERATURE

No	Name of the book	Author's Name, Publishing House, Publication Year
1	Yönetimde Değişim ve Değişim Yönetimi Teknikleri	Polat Tunçer, Ekin Kitabevi Yayınları
2	Organizational development and Change	Thomas G. Cummings, Christopher G. Worley West Pub., 2008
3	Managing Organisational Change	Graetz F., Rimmer M., Lawrence Ann & Aaron Smith Wiley & Sons Ltd., Sydney, 2006

EVALUATION SYSTEM

Underlying the Assessment Studies	NUMBER	PERCENTAGE OF GRADE
Attendance/Participation	15	%10
Project / Event	1	%20
Mid-Term Exam	1	%35
Final Exam	1	%35
TOTAL	17	%100

ETHICAL CODE OF THE UNIVERSITY

In case of the students are cheating or attempt to cheat on exams, and in the case of not to reference the sources used in seminar studies, assignments, projects and presentations, in accordance to the legislations of the Ministry of Education and Science of Republic of Macedonia and International Vision University, will be applied the relevant disciplinary rules. International Vision University students are expected never to attempt to this kind of behavior.