

Course Outline

Course Code: 0413 HRM 512 / IM 512

Course Title: Change and Innovation Management

Course Credit: 03

Total Number of Classes: 28

Course Textbooks & References

1. Sengupta, N., Bhattacharya, M. S., & Sengupta, R. N. (2017). *Managing change in organizations*. PHI Learning Private Limited.
2. Kondalkar, V. G. (2019). *Organization effectiveness and change management*. PHI Learning Private Limited.
3. Trott, P. (2021). *Innovation management and new product development* (7th ed.). Pearson Education Limited.
4. Weiss, J. W. (2019). *Organizational behavior and change management: Managing change in organizations*. Routledge.

Note: Students are encouraged to consult additional relevant books, journal articles, and online academic resources to enhance their understanding of the course topics.

Detailed Course Outline (28 Classes)

Class No.	Topic	Contents	Reference Book
1	Introduction to Management of Change	Meaning, definition, features, importance, and objectives of change management; types and levels of organizational change.	Nilanjan Sengupta et al. & Others
2	Forces and Resistance to Change	Internal and external forces of change; employee reactions; resistance to change and strategies for overcoming resistance.	
3	Change Process Models	Three-step model of change process; planned change approach; application of change models in Bangladeshi organizations.	
4	Organizational Structure and Change Culture	Relationship between organizational structure, culture, and successful change implementation.	Nilanjan Sengupta (pp. 19-37)
5	Organizational Culture and Change Management	Organizational culture, cultural barriers, and creating a change-supportive culture.	Nilanjan Sengupta (pp. 51-63)
6	Change and Human Resource Management	HR issues in managing change; role of HR managers, HRD leaders and professionals.	Joseph W. Weiss , 2nd Ed. (pp. 17-25)
7	Change and Strategy in Organizations	Strategic planning and organizational change; business strategies; growth, stability, retrenchment and combination strategies.	CB & Others
8	Strategic Implementation of Change	Business level strategy, differentiation strategy, functional strategy implementation and BCG matrix.	
9	Organization Development Foundations	Concept, characteristics, objectives, theories and process of organization development.	V.G. Kondalkar (pp. 49-65)
10	OD Interventions and Applications	Job-related, technical and structural interventions; role of OD consultant.	Joseph W. Weiss (pp. 09-13)
11	Work Process and Change Management	Work process models, benchmarking, JIT, improvement and effective change management.	CB & Others
12	ERP, MRP and Process Improvement	MRP, ERP systems and guidelines for designing new organizational processes.	

13	MBO, TQM and BPR	Management by Objectives, Total Quality Management and Business Process Re-engineering.	
14	Shaping and Sustaining Change	Strategies for maintaining organizational change and continuous improvement.	Joseph W. Weiss (pp.155-196)
15	Basic Concepts of Innovation	Meaning, features, objectives of innovation; innovation versus invention; innovation process.	Paul Trott (7th Ed., pp.1-34)
16	Innovation Killers and Barriers	Factors preventing innovation; organizational barriers and management challenges.	V.G. Kondalkar (pp.37-47)
17	Innovation and Corporate Management	Influence of innovation process on corporate management and competitive advantage.	Peter F. Drucker (pp.157-171)
18	Managing Innovation within Firms	Managing innovation activities, innovation strategy and internal innovation capability.	Paul Trott (7th Ed., pp.104-133)
19	Corporate Tools of Innovation	Corporate tools for managing ideas; innovation systems and practices.	Paul Trott
20	Management Systems for Innovation	Changing management systems, involvement of employees and improving innovation performance.	
21	Innovation Across Industries	Differences in innovation systems across industries and industry-specific innovation approaches.	CB & Others
22	Innovation System Management	Management of innovation systems, improvement programs and implementation.	
23	Open Innovation Framework	Concept, importance and application of open innovation framework.	
24	Strategic Context of Innovation	Strategic role of innovation, competitive advantage and organizational growth.	
25	Bangladesh Perspective of Change and Innovation	Digital transformation, organizational change, innovation practices and challenges in Bangladeshi organizations.	
26	Case Study and Viva Preparation	Case analysis of organizational change and innovation practices; viva discussion.	All Reference Books
27	Student Presentation / Video Presentation	Group presentations or video presentations on change and innovation management topics.	
28	Summary and Review Class	Revision, discussion of important concepts, feedback and course review.	

Assessment Components

- **Mid-term Examination:** Mid-term assessment will cover selected chapters from Change Management and Innovation Management based on 3-4 chapters. Chapter selection may be adjusted according to students' recommendations and course progress.
- **Case Study:** Students will analyze real organizational change and innovation cases and participate in viva discussions.
- **Assignment:** Individual genuine tasks related to change management, organizational development, or innovation practices (approximately 4-5 pages).
- **Term Paper & Presentation:** Group-based report on selected change or innovation management issues (approximately 15-18 pages) with active participation of all group members. Group presentation or video presentation on practical applications of change and innovation management.

Note: The course contents and chapter distribution *may be revised according to emerging issues, current scenarios, and students' feedback*. Students' preferences will be considered and prioritized in deciding midterm examination **dates, selected chapters, term paper topics**, and group presentation **themes**.

Prepared by

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