

## ECTS catalog with learning outcomes University of Montenegro

## Faculty of Economics / BUSINESS ECONOMICS /

Course:								
Course ID	Course status	Semester	ECTS credits	<b>Lessons</b> (Lessons+Exer cises+Laboratory)				
11747	Mandatory	3	6	2+2+0				
Programs	BUSINESS ECONOMICS	•	•					
Prerequisites	This course is not conditioned by other courses.							
Aims	Understanding the importance of organizational changes and studying several different perspectives of organizational changes while mastering practical knowledge about managing the process of organizational changes.							
Learning outcomes	After acquisition of the course curriculum students will be able to: • explain different perspectives and theories of organizational change; • develop the ability to design and conduct relevant empirical research in the field of change management; • integrate empirical research using modern methodology from this domain; • test statistical and mathematical methods in empirical research in the subject area; • create different models of organizational change management in practice; • analyze scientific and professional literature in the field of change management.							
Lecturer / Teaching assistant	Jasmina Ćetković, PhD / Milan Raičević, MSc							
Methodology	Lectures, tutorials, consultations, essays, seminar papers, etc.							
Plan and program of work								
Preparing week	Preparation and registration of the semester							
I week lectures	Perspectives and theories of organizational changes and development							
I week exercises	Perspectives and theories of organizational changes and development							
II week lectures	Organizational development							
II week exercises	Organizational development							
III week lectures	Strategic changes							
III week exercises	Strategic changes							
IV week lectures	Organizational decline, turnaround and downsizing							
IV week exercises	Organizational decline, turnaround and downsizing							
V week lectures	Institutional changes							
V week exercises	Institutional changes							
VI week lectures	Life cycle of the organization							
VI week exercises	Life cycle of the organization							
VII week lectures	Organizational adaptation							
VII week exercises	Organizational adaptation							
VIII week lectures	Total quality management Reengineering of business processes							
VIII week exercises	Total quality management Reengineering of business processes							
IX week lectures	Organizational change management model Initiating changes							
IX week exercises	Organizational change management model Initiating changes							
X week lectures	Diagnosis of the state of the organization and the causes of changes Creating a vision and planning a new organization							
X week exercises	Diagnosis of the state of the organization and the causes of changes Creating a vision and planning a new organization							
XI week lectures	Planning and organizing the change process Motivating for changes							
XI week exercises	Planning and organizing the change process Motivating for changes							
XII week lectures	Test							
XII week exercises	Test							
XIII week lectures	Implementation of changes Management of the power structure and political processes							

1/2



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XIII week ex	kercises	Implementation of changes Management of the power structure and political processes							
XIV week le	ctures	Corrective test							
XIV week ex	xercises	Corrective test							
XV week led	ctures	Management of personnel transition of employees Change freezes							
XV week ex	ercises	Management of personnel transition of employees Change freezes							
Student w	orkload	classes, 5 hours of s Structure: Teaching the beginning of the	studer and f sem	re: 1 hour and 30 minutes for lectures, 1 hour and 30 minutes for exercise nt independent work, including consultations. Per semester - 180 hours final exam: 8 hours x 16 weeks= 128 hours, Necessary preparations before ester (administration, enrollment, certification): 8 hours x 2 = 16 hours, tration and taking the exam in the correctional period: 36 hours.					
Per week			Per semester						
6 credits x 40/30=8 hours and 0 minuts 2 sat(a) theoretical classes 0 sat(a) practical classes 2 excercises 4 hour(s) i 0 minuts of independent work, including consultations			Classes and final exam:  8 hour(s) i 0 minuts x 16 =128 hour(s) i 0 minuts  Necessary preparation before the beginning of the semester (administration, registration, certification):  8 hour(s) i 0 minuts x 2 =16 hour(s) i 0 minuts  Total workload for the subject: 6 x 30=180 hour(s)  Additional work for exam preparation in the preparing exam period, including taking the remedial exam from 0 to 30 hours (remaining time from the first two items to the total load for the item)  36 hour(s) i 0 minuts  Workload structure: 128 hour(s) i 0 minuts (cources), 16 hour(s) i 0 minuts (preparation), 36 hour(s) i 0 minuts (additional work)						
Student obligations				Students are obliged to attend lectures and do essay and test.					
Consultations									
Literature			Janićijević, N. (2021). Upravljanje organizacionim promenama. Ekonomski fakultet Beograd. Janićijević, N. (2002). Organizacione promene i razvoj. Ekonomski fakultet Beograd. Adižes, I. (2016). Upravljanje promenama – revidirano i dopunjeno izdanje. ASEE						
Examination methods			Test – 50 points, Seminar paper and presentation – 20 points, Final exam – 30 points.						
Special re	marks								
Comment			For additional information you can contact teachers by e-mail – Jasmina Ćetković jasmina@ucg.ac.me (room 307), Milan Raičević – milan.rai@ucg.ac.me (room 410), in person, before or after lectures, as well as at regular consultation time.						
Grade:	F	Е		D	С	В	А		
Number of points	less than 50 points	greater than equal to 50 p and less than points	oints	greater than or equal to 60 points and less than 70 points	greater than or equal to 70 points and less than 80 points	greater than or equal to 80 points and less than 90 points	greater than or equal to 90 points		