Faculty of Economics / BUSINESS ECONOMICS /

Course:	

Course ID	Course status	Semester	ECTS credits	Lessons (Lessons+Exercises+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

XIII week exercises	Implementation of changes Management of the power structure and political processes
XIV week lectures	Corrective test
XIV week exercises	Corrective test
XV week lectures	Management of personnel transition of employees Change freezes
XV week exercises	Management of personnel transition of employees Change freezes
Student workload	Weekly - 8 hours Structure: 1 hour and 30 minutes for lectures, 1 hour and 30 minutes for exercise classes, 5 hours of student independent work, including consultations. Per semester - 180 hours Structure: Teaching and final exam: 8 hours x 16 weeks= 128 hours, Necessary preparations before the beginning of the semester (administration, enrollment, certification): 8 hours x 2 = 16 hours, Additional work for preparation 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 remarks	
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	E	D	C	B	A
Number of points	less than 50 points	greater than or equal to 50 points and less than 60 points	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