



DESCRIPTION OF STUDY COURSE

Course unit title	Organization Change Management	
Programme	Bachelor International Finance	
Year of study	3rd year	
Academic year	2022./2023.	
Level of course unit (e.g. first, second or third cycle)	First, Bachelor's study	
Course unit code	BFa047	
Name of lecturer(s)	Vladimirs Kuzmins, Ervīns Dortiņš	
Credit points	2 CP	
Number of ECTS allocated	3 ECTS 2 Latvian credit points are multiplied by 1,5 to get ECTS	
Language of instruction	English	
Type of course unit (compulsory, optional)	optional	
Semester when the course unit is delivered	6	
Mode of delivery	Face-to-face	
Aim of Course	To obtain the principles and strategies of organization change management	
Preliminary knowledge (prerequisites and co-requisites)	Organization Management, Strategic Management	
Course contents	<ol style="list-style-type: none"> 1. Organization change management process 2. Organization change management principles and strategies 3. LEAN change management 4. Organization change management in changing environment 	
Planned learning activities and teaching methods	Student attends lectures and seminars, presents individual work. Total evaluation of the course consists of 20% active participation in lectures and seminars; 60% independent work and its presentation; 20% written exam at the end of the course.	
	Teaching methods	Student work load (1 CP = 40 hours of student work)
	Lectures	15%
	Seminars	15%
	Practical works	10%
	Preparation and presentation of individual work	10%
	Work at the library, independent studies	50%
	Total 80 hours	
Learning outcomes of the course unit	After the course students should be able to: <ol style="list-style-type: none"> 1. Understand main principles of organization change management. 2. Understand role of organization change management in international business and finance. 	



	3. Ability to apply best practices of organization change management in international business and finance.			
Assessment methods and criteria	Study outcomes	1.	2.	3.
	The form of assessment			
	In-class practical works	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Individual work and its presentation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Written exam	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Recommended or required reading	Required literature: 1. Esther Cameron and Mike Green, Making Sense of Change Management: A Complete Guide to the Models, Tools and Techniques of Organizational Change, 2019 2. Laurie. K. Lewis, Organizational Change: Creating Change through Strategic Communication (Foundations in Communication Theory), 2nd Edition, 2019			
Recommended optional programme components	To be agreed at the start of the course.			