

Note:

Course content may be changed, term to term, without notice. The information below is provided as a guide for course selection and is not binding in any form, and should not be used to purchase course materials.

COURSE SYLLABUS

BUSI 504

LEADING ORGANIZATIONAL CHANGE

COURSE DESCRIPTION

Students in this course will study the impact of change on an organization and stakeholders and the dynamics of change in order to lead organizational change efforts. The course reviews the literature for the best practices relating to organizational change and organizational learning.

RATIONALE

This course directly supports the Mission and Aims of Liberty University's Statement of Purpose. The primary objective of this course is to provide and equip graduate business students with tools to develop and diagnose issues regarding organizational design in theory and in practice.

I. PREREQUISITE

For information regarding prerequisites for this course, please refer to the [Academic Course Catalog](#).

II. REQUIRED RESOURCE PURCHASE

Click on the following link to view the required resource(s) for the term in which you are registered: <http://bookstore.mbsdirect.net/liberty.htm>

III. ADDITIONAL MATERIALS FOR LEARNING

- A. Computer with basic audio/video output equipment
- B. Internet access (broadband recommended)
- C. Microsoft Word
(Microsoft Office is available at a special discount to Liberty University students.)
- D. Bible (Any faithful translation)

IV. MEASURABLE LEARNING OUTCOMES

Upon successful completion of this course, the student will be able to:

- A. Integrate biblical concepts with the concepts of change.
- B. Analyze the behavioral aspects of change.
- C. Delineate effective change.
- D. Explore the tasks associated with change.
- E. Discuss change process theory.

V. COURSE REQUIREMENTS AND ASSIGNMENTS

- A. Textbook readings and lecture presentations
- B. Course Requirements Checklist

After reading the Syllabus and [Student Expectations](#), the student will complete the related checklist found in Module/Week 1.

- C. Discussion Board Forums (4)

The student will complete 4 Discussion Board Forums throughout the course. For each forum, the student will research and write about articles related to a specific term, post that information in a new thread, and then provide feedback to the threads of at least 3 other classmates. All threads posted should include a biblical perspective with scripture included. Threads must be 400–500 words in length and replies must be approximately 300 words in length.

- D. Case Studies (4)

The student will complete 4 Case Studies. The student will read the assigned case discussions at the end of the chapter and use the questions as a guideline for each submission. All Case Studies should include an introductory and concluding paragraph, as well as headings. All Case Studies should include a biblical perspective with scripture included relevant to the topics covered in the Case Study scenario. Case Studies 1–3 will be in current APA format, 4–5 pages in length, not including the cover page, abstract, or reference pages. The final Case Study will be comprehensive and will be in current APA format, 8–10 pages in length, not including the cover page, abstract, or reference pages.

- E. Quizzes (4)

The student will take 4 timed, open-book/open-note quizzes in this course. Each quiz will consist of 50 multiple-choice questions covering the required readings and must be completed in 90 minutes.

VI. COURSE GRADING AND POLICIES

A. Points

Course Requirements Checklist		10
Discussion Board Forums (4 at 75 pts ea)		300
Case Studies (3 at 100 pts ea)		300
Case Study 4		200
Quiz 1	(chs. 1–2)	50
Quiz 2	(chs. 3–4)	50
Quiz 3	(chs. 5–6)	50
Quiz 4	(chs. 7–8)	50
	Total	1010

B. Scale

A = 940–1010 A- = 920–939 B+ = 900–919 B = 860–899 B- = 840–859
 C+ = 820–839 C = 780–819 C- = 760–779 F = 0–759

C. Quizzes/Tests/Exams

For timed quizzes/tests/exams, the student is required to complete the quiz/test/exam within the assigned time. For the student who exceeds this time limit, a penalty of 1 point will be deducted for each minute, or part thereof, he/she exceeds the assigned time limit.

D. Disability Assistance

Students with a documented disability may contact Liberty University Online’s Office of Disability Academic Support (ODAS) at LUOODAS@liberty.edu to make arrangements for academic accommodations. Further information can be found at www.liberty.edu/disabilitysupport

COURSE SCHEDULE

BUSI 504

Textbook: Spector, *Implementing Organizational Change: Theory into Practice* (2013).

MODULE/ WEEK	READING & STUDY	ASSIGNMENTS	POINTS
1	Spector: chs. 1–2 1 presentation	Course Requirements Checklist Class Introductions DB Forum 1	10 0 75
2	Spector: ch. 2 Case Discussion 1 presentation	Case Study 1 Quiz 1	100 50
3	Spector: chs. 3–4 1 presentation	DB Forum 2	75
4	Spector: ch. 4 Case Discussion 1 presentation	Case Study 2 Quiz 2	100 50
5	Spector: chs. 5–6 1 presentation	DB Forum 3	75
6	Spector: ch. 6 Case Discussion 1 presentation	Case Study 3 Quiz 3	100 50
7	Spector: chs. 7–8 Spector: ch. 8 Case Discussion 2 presentations	Case Study 4	200
8	Spector: ch. 8	DB Forum 4 Quiz 4	75 50
TOTAL			1010

DB = Discussion Board

NOTE: Module/Week 1 begins on Monday and ends at 11:59 p.m. (ET) on Friday.

Modules/Weeks 2-8 begin on Saturday and end at 11:59 p.m. (ET) on Friday.