

Name : CHANGES AND CULTURE OF ORGANIZATION					
module/course code IAP6123	Student workload	Credits (ECTS)	Semester	Frequency	Duration
	510 (minutes/week)	4.53 ECTS:	1	Odd	1x per semester
	Types of courses : Tutorial/Lecture/Response	Contact hours : 150 minutes/week		Independent study 360 minutes/week	Class size X students 15 students (S2)
1	Prerequisites for participation -				
2	Learning outcomes (insert CPMK) <ul style="list-style-type: none"> - Students are able to analyze the strategy of organization change based on the uniqueness of organization culture (P4) - Students are able to analyze the and formulate the management of organization change to be able to to manage organizations that are able to compete and adapt to environmental changes (P4) - Students are able to explain and analyze about culture in an organization (KK5) - Students are able to show respect for the culture of an organization (KK5) - Students are able to apply knowledge about the importance of organizational culture for improving the performance of the organization they are in (KK5) 				
3	Description This course is designed to help students understand the phenomenon of change in organizations and then be able to analyze the various factors that influence change and strategies for redesigning organizations so that they can adapt to various social, economic, cultural and political changes that affect organizations. In addition, it also seeks to understand students about dynamic organizational culture along with changes in both the internal and external environment of the organization.				
4	Subject aims/Content: <ol style="list-style-type: none"> 1. The basic concept of organizational change and development. 2. Factors driving organizational change 3. Organizational change model. 4. Organizational change strategy 5. Change resistance and communication approach to organizational change 6. Mapping change and conflict management 7. The strategy of implementing learning organizations in designing organizations 8. The concept of organizational culture 9. Change and organizational culture 10. Organizational culture change strategy 11. Cultural diversity 12. Communication between cultures within the organization 13. Cultural intelligence and global culture 				

	14. The relationship between organizational performance, leadership and organizational culture
5	Teaching methods Lecture, Discussion, Case Study
6	Assessment methods: assignments, Mid-Term Exam, Final-Term Exam, quizzes,
7	Other information eg bibliographical references: <ol style="list-style-type: none"> 1. Winardi. 2006. Manajemen Perubahan (Change Management), Bandung: Alfabeta 2. Richard Newton. 2007. Managing Change Step by Step, London: Pearson 3. Robert A.Paton & James McCalman. 2008. Change Management A Guide to Effective Implementation, Los Angeles: Sage 4. Wibowo. 2011. Manajemen Perubahan (Management of Change), Jakarta: Raja Grafindo Persada 5. Stephen P. Robbins. 1990. Organization Theory: Structure, Design and Application. New Jersey: Prentice Hall 6. Wibowo. 2016. Budaya Organisasi (Organization Culture). Rajawali Press. Jakarta. 7. Robbins & Judge. 2015. Perilaku organisasi (Organization Behaviour). 16 Edition. Salemba Empat. Jakarta. 8. Kusdi. 2011. Budaya Organisasi: Teori, Penelitian dan Praktik (Organization Culture: Theory, Research, and Practice). Salemba Empat. Jakarta. 9. Esther Cameron and Mike Green. 2012. Making Sense of Change Management: A Complete Guide to the Models, Tools And Techniques Of Organizational Change, London: Kogan Page