MN 8820
Proposed syllabus
Course Syllabus

Professor: Achilles Armenakis
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Class: 9:30 – 10:45 M&W; Lowder 126
Office Hours: 1:00 – 2:00 pm T&TH or by appointment

Course title, prerequisites, and catalog description:

Organizational Change Research Methods (5). Pr., MNGT 7150 or consent of instructor. An investigation into the research methods and experimental designs suitable for planning, implementing and evaluating organizational change.

Purpose of the course:

To develop and enhance change management skills through the study and application of selected research methods and experimental designs suitable for managing organizational change. To design and conduct an empirical organizational analysis project.

Course objectives:

1. To gain practical understanding of qualitative and quantitative research methods.
2. To design and conduct an organizational diagnosis of an existing organization.
3. To prepare an organizational diagnostic report for the top management of the organization.

General course design:

Each student will be expected to prepare for class and to actively participate in a discussion about the assigned readings. Students are expected to integrate experiences and content from other courses in preparing for each class. Thus, the assigned readings are the minimal material required. Students are expected to supplement assigned material. Each student will seek approval from an organization to conduct an organizational diagnosis using an organizational diagnostic instrument and model. A final report will be prepared and presented to the client organization.

Course material:

One course pack available from the professor containing the selected readings.
Grade components:
The grade for this course will be determined from the quality of the final report submitted to the top management of the client organization (75%) and a final exam (25%) covering the content of the course pack. Criteria on which to base the grade on the final report will include (1) the relevancy of the content of the report (45%), the practicality of the presentation for practitioner application (45%), and the appearance of the report (10%).

Project proposal:

A proposal for the research project is due on January 24, 2007. The proposal should provide the following information.

I. Introduction
   A. Description of the organization
   B. Organizational contact person
   C. Issues to be addressed
   D. Relevant literature summarized
   E. Expectations

II. Method
   A. Organizational participants
   B. Data Collection
      1. Number in sample
      2. Instrument(s) used
   C. Analysis

III. Publication plans
### Course Schedule

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>January 8</td>
<td>Introduction</td>
</tr>
<tr>
<td>15</td>
<td>Holiday</td>
</tr>
<tr>
<td>24</td>
<td>Presentation of project proposals</td>
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</tbody>
</table>
February
in

5


7


12


14


19


21


26


28


26-31 Break


Final exam

Course Evaluation