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. PREREQUISITES
For information regarding prerequisites for this course, please refer to the Academic Course Catalog.

II. REQUIRED RESOURCE PURCHASES
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](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. 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. 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

<table>
<thead>
<tr>
<th>Assignment</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>Course Requirements Checklist</td>
<td>10</td>
</tr>
<tr>
<td>Discussion Board Forums (4 at 75 pts ea)</td>
<td>300</td>
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<tr>
<td>Case Studies (3 at 100 pts ea)</td>
<td>300</td>
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<tr>
<td>Case Study 4</td>
<td>200</td>
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<tr>
<td>Quiz 1 (chs. 1–2)</td>
<td>50</td>
</tr>
<tr>
<td>Quiz 2 (chs. 3–4)</td>
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<td>Quiz 3 (chs. 5–6)</td>
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<td>Quiz 4 (chs. 7–8)</td>
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<td><strong>Total</strong></td>
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B. Scale

C+ = 820–839  C = 780–819  C- = 760–779  F = 759 and below

C. Late Assignment Policy
If the student is unable to complete an assignment on time, then he or she must contact the instructor immediately by email.

Assignments that are submitted after the due date without prior approval from the instructor will receive the following deductions:

1. Late assignments submitted within one week of the due date will receive a 10% deduction.
2. Assignments submitted more than one week late will receive a 20% deduction.
3. Assignments submitted two weeks late or after the final date of the class will not be accepted.
4. Late Discussion Board threads or replies will not be accepted.

Special circumstances (e.g. death in the family, personal health issues) will be reviewed by the instructor on a case-by-case basis.

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**


<table>
<thead>
<tr>
<th>Module/Week</th>
<th>Reading &amp; Study</th>
<th>Assignments</th>
<th>Points</th>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>Spector: chs. 1–2 1 presentation</td>
<td>Course Requirements Checklist  Class Introductions  DB Forum 1</td>
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<tr>
<td>2</td>
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<td>Case Study 1  Quiz 1</td>
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<td>Case Study 2  Quiz 2</td>
<td>100 50</td>
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<td>Case Study 3  Quiz 3</td>
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**DB** = Discussion Board

**Note:** Each course week begins on Monday morning at 12:00 a.m. (ET) and ends on Sunday night at 11:59 p.m. (ET). The final week ends at 11:59 p.m. (ET) on Friday.