



SUBJECT DATASHEET

CHANGE MANAGEMENT

BMEGT20ML03

I. SUBJECT DESCRIPTION

1. SUBJECT DATA

Subject name

CHANGE MANAGEMENT

ID (subject code)

BMEGT20ML03

Type of subject

contact lessons

Course types and lessons

<i>Type</i>	<i>Lessons</i>
Lecture	1
Practice	0
Laboratory	0

Type of assessment

exam grade

Number of credits

3

Subject Coordinator

Name *Position* *Contact details*

Dr. Nemeslaki András professor nemeslaki.andras@gtk.bme.hu

Educational organisational unit for the subject

Department of Management and Business Economics

Subject website

<https://edu.gtk.bme.hu>

Language of the subject

magyar - HU

Curricular role of the subject, recommended number of terms

Direct prerequisites

Strong None

Weak None

Parallel None

Exclusion None

Validity of the Subject Description

Approved by the Faculty Board of Faculty of Economic and Social Sciences, Decree No: 5881478/13/2024 registration number. Valid from: 11.12.2024.

2. OBJECTIVES AND LEARNING OUTCOMES

Objectives

Introduce the most important theories of change management, which support deeper understanding of the nature of major changes.
Introduce methods, which make easier to perform major changes.

Academic results

Knowledge

1. Knows the basic terms and concepts of change management.
2. Knows the typical roles and role problems of changes.
3. Knows the typical stages of changes and their different models.
4. Knows possible change strategies.
5. Knows the types and management methods of conflicts typically triggered by different change strategies.
6. Knows the types of reactions to changes and the models describing their fluctuations over time.
7. Knows the most important success and failure factors of change management.
8. Knows the characteristics of resilient, agile organizations and the components of their change capacity.

Skills

1. Able to create appropriate change roles, recognize and manage role problems.
2. He is able to participate in some stages of the changes, adapting to their different characteristics and requirements.
3. Able to create the most appropriate change strategy under the given circumstances to achieve the desired change.
4. Able to recognize the type of conflicts that arise and choose a suitable way of handling them.
5. Able to correctly diagnose, treat and effectively influence the reactions to changes and their fluctuations over time.
6. Able to apply the most important success factors of change management and avoid its failure factors.
7. Able to participate in the development of a resilient, agile organization and in the development of change capacity.

Attitude

1. Strives to create appropriate change roles, and to recognize and handle role problems.
2. Tries to participate in some stages of the changes by adjusting to their different characteristics and requirements.
3. Strives to develop the most appropriate change strategy under the given circumstances to achieve the desired change.
4. Tries to recognize the type of conflicts that arise and choose a suitable treatment method.
5. Tries to diagnose, treat and effectively influence the reactions to changes and their fluctuation over time.
6. Strives to apply the most important success factors of change management and avoid its failure factors.
7. If necessary, recommends the development of a more resilient and agile organization and the enhancement of the capacity for change.
8. Independently searches for opportunities to apply change success factors and avoid failure factors.
9. Performs certain tasks independently in developing a more resilient and agile organization and in the enhancement of the capacity for change.

Independence and responsibility

1. Takes an independent role in changes, in different roles.
2. Performs some tasks independently in conflict management.
3. Performs some tasks independently in handling the reactions to changes and their fluctuations over time.

Teaching methodology

Lectures, illustrated by case studies

Materials supporting learning

- Pataki B.: Változásmenedzsment (MBA oktatási segédlet, BME GTK MVT, 2020)

II. SUBJECT REQUIREMENTS

TESTING AND ASSESSMENT OF LEARNING PERFORMANCE

General Rules

A 2.2. pontban megfogalmazott tanulási eredmények értékelése A tárgy írásbeli vizsgával zárul.

Performance assessment methods

A. Szorgalmi időszakban végzett teljesítményértékelések részletes leírása: – B. Vizsgaidőszakban végzett teljesítményértékelés (vizsga vagy szigorlat) 50 perces, 100 pontos írásbeli vizsga A vizsga elemei: Változatos feladatok – rövid esszékérdések, feleletválasztós kérdések stb. – a tananyagnak a tárgyismertetőben kijelölt részeiből.

Percentage of performance assessments, conducted during the study period, within the rating

Percentage of exam elements within the rating

- írásbeli vizsga: 100
- összesen: 100

Conditions for obtaining a signature, validity of the signature

Az aláírás megszerzésének nincs feltétele.

Issuing grades

Excellent	95
Very good	89–94
Good	76–88
Satisfactory	63–75
Pass	50–62
Fail	0-49

Retake and late completion

Ismételt vizsga az aktuális TVSz szerint.

Coursework required for the completion of the subject

részvétel a kontakt tanórákon	14
folyamatos tanulás	14
vizsgára készülés	62
összesen	90

Approval and validity of subject requirements

Consulted with the Faculty Student Representative Committee, approved by the Vice Dean for Education, valid from: 04.11.2024.

III. COURSE CURRICULUM

THEMATIC UNITS AND FURTHER DETAILS

Topics covered during the term

A 2.2. pontban megfogalmazott tanulási eredmények eléréséhez a tantárgy a következő tematikai blokkokból áll. Az egyes félévekben meghirdetett kurzusok sillabuszaiban e témaelemeket ütemezzük a naptári és egyéb adottságok szerint.

- 1 A változásmenedzsment alapfogalmai és alapelvei
- 2 A változtatás szereplői, azok kapcsolatai és szereproblémái
- 3 A változtatás erőtere és szakaszai
- 4 Változtatási stratégiák és konfliktustípusok, konfliktusmenedzsment
- 5 A változtatás fogadtatása: spektruma, okai, befolyásolása, időbeli módosulása
- 6 A szervezeti kultúra megváltoztatása.
- 7 A változásra képes szervezet.

Additional lecturers

Dr. Pataki Béla egyetemi docens pataki.bela@gtk.bme.hu

Approval and validity of subject requirements