

102-1 Preliminary Syllabus, Da-Yeh Univ

Information			
Title	國際企業變革管理	Serial No. / ID	3120 / IBB3007
Dept.	國際企業管理學系	School System / Class	進修學士班4年1班
Lecturer	趙子巖	Full or Part-time	兼任
Required / Credit	Optinal / 3	Graduate Class	Yes
Time / Place	(二)CDE / B204	Language	Chinese

Introduction
<p>Enterprises are directly or indirectly subject to the effect and impact of global political and economic environments. The urge and demand to change an organization also increase therefrom. No matter the changes are active or passive, they all aim to operate the organization with more effect and efficiency. This curriculum is to discuss some basic ideas like the significance of international enterprises change management, change pressure and resistance, how to overcome the resistance to change, the attitude transformation of group members facing changes, etc. Furthermore, how to apply the above ideas into the enterprises is also a target so as to assist students in grasping the theory and practice of change management of international enterprises.</p>

Outline
<ol style="list-style-type: none"> 1、 Introduction of Organizational Development 2、 Essence and Strategy of Change 3、 Organizational Diagnosis: Types and Options of Organizational Development Intervention Techniques 4、 The Design of Organizational Development Plan 5、 Leading and Manage Change 6、 Evaluation and Institutionalization of Organizational Development Plan 7、 Organizational Development Plan of Interpersonal and Intergroup Process 8、 Organization Structure Design and Job Design 9、 mid-term test 10、 Changing Organization Cultures 11、 Organizational Learning and Knowledge Management 12、 Human Resource Management Development Plan: Performance Management 13、 Strategic Organizational Development Plan: Organizational Transformation 14、 Assessment of Change Result 15、 Bonding of Change Management and Forces for Change 16、 Organizational Development under Global Circumstance 17、 Future Directions of Organizational Development 18、 Final Exam

Prerequisite
Pre-Human Resource Management