Unit: HRMT20028 – Organisational Change Management
Term 2, 2018

Assessment 2: Literature Review

Individual literature review: 35%
Word limit: 1500 words (excluding title page, reference list and any supplementary material)
Due date: on Monday, 20 August 2018, 11:45pm (Week 6)
Referencing: APA style
Assessment submission: all assessment must be submitted through Moodle

Assessment Task
The assessment requires you to undertake review of literature about organisational change. Organisations experience change due to many internal and external pressures. You are required to undertake review of literature using **five guided questions** below. It is important that you do not copy and paste text from various sources. You need to read various sources and write the assessment using your own words.

1. What internal and external factors play an important role in driving organisational change?
2. What role does senior management and line managers play in facilitating and implementing change?
3. What are some of the common causes of resistance to change?
4. What steps should organisations implement to ensure effective change process?
5. What strategies could organisations implement to ensure a change capable culture?

A minimum of 15 academic papers should be part of your literature review. Media articles, news from magazines are not part of academic papers.

Your essay should be structured as follows:

Introduction	Introduce the essay - the introduction provides a brief synopsis of the essay.
Analysis of the discussion questions	You will address of the four discussion questions below. Students are asked to have separate headings on each of the discussion questions. The use of 15 academic papers will be cited in this section of the essay. Use headings to analyse and discuss the five questions below: 1. What internal and external factors play an important role in driving organisational change? 2. What role does senior management and line managers play in facilitating and implementing change? 3. What are some of the common causes of resistance to change? 4. What steps should organisations implement to ensure effective change process? 5. What strategies could organisations implement to ensure a change capable culture? Students are welcome to provide their own thoughts on the above questions which is supported by literature. Students can also use figures or diagrams.
Conclusion	Outline a brief conclusion. The conclusion will provide a summary of your findings.