

Abstract

Make a Change to Teach Organizational Change

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The systematic failure in faculty development and the widely adopted student-rating teaching evaluation system placed instructional challenges on lecturers in the business school. Organizational Change course is offered by increasingly more management education programs, yet pedagogical discussion about this course has seldom been documented, empirical studies that evaluate innovative approaches of teaching this course was even rare. This article will demonstrate how a computer simulation can be integrated in organizational change course, and evaluate how it enhances students learning experiences. This pedagogical innovation has been experimented in classes of postgraduate students, MBA students, and school principals in Thailand and China. A pilot investigation revealed that the simulation-centered instructional approach is engaging, inspiring and illuminating. Theoretical and practical implications will be discussed.

Keyword: computer simulation, management education, organizational change