

Subject Code: 1MS2020372

Subject Title: Organizational Development

1. Course Objectives and Outline:

- This course is designed to provide students with different perspectives on Organization Development at the individual, group, and organizational levels of analysis.
- Students should gain the ability to implement tools of intervention to effectively bring about major change in a way that gains support of organization members.

2. Teaching Scheme (Hours per week)

Lecture (Hrs.)	Tutorial	Practical	Credit	Evaluation Scheme (Marks)		Total
				University Assessment	Internal Assessment	
4	-	-	4	60 Marks	40 Marks	100 Marks

3. Syllabus

Module No.	Contents	Total Hours	Weight
1	Introduction to organizational Development: Definition, Concept and Process, history and evolution, Growth & relevance, Assumptions and values underlying organization development (OD). Foundations of Organization Development. Emergence of OD as an applied behavioral science	12	25%
2	Organizational Diagnosis: Typology of Organizations, Techniques of Organizational Diagnosis: Questionnaires, Interviews, Workshops, Task -Forces and other methods, Action Research, Change Agents: Role, Skills and Styles of change Agents. Relation with the Client system	12	25%
3	Organizational Change, Renewal, and Development: Planned change. Organizational Growth and its implication for change. Kurt Lewin's Model of change: Force Field Analysis Change Cycles: Power and Participative Types Organizational Renewal and Re-energizing. Role of creativity and innovation Institution Building	12	25%

4	OD Interventions: Structural Interventions: Work Redesign, Work Modules Quality of Work Life (QWL), Management by Objectives (MBO), Quality Circles (QC), Behavioral Interventions: Sensitivity Training, Transactional Analysis. Career Planning. Inter-growth Interventions: Team Building, Survey Feedback. Grid OD, Participation of Top Management in OD	12	25%
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4. Course Pedagogy

The pedagogy of the subject involves Lectures, Case Discussions, Assignments on various pay practices in corporate.

5. Suggested Readings

a. Books

- 1 Organisation Development, by French, W.L. and Bell, C.H., Prentice-Hall, New Delhi
- 2 An Experimental Approach to Organization Development by Harvey, D.F. and Brown, D.R., Prentice-Hall
- 3 Behavioural Processes in Organisations by Pareek U., Rao, T.V. and Pestonjee, D.M, Oxford and IBH., New Delhi
- 4 An Experimental Approach to Organization Development by Harvey, D.F. and Brown, D.R., Prentice-Hall

b. Journals/Magazines

- Journal of Management Development, Emerald insight
- Human Resource Management journal by Wiley
- Industrial and Commercial Training journal, Emerald insight
- The Human Resource Management Review (HRMR) by Elsevier

6. Evaluation Scheme

Sr. No.	Component	Weight
1	University Examination	60%
2	Internal Assessment -Depending on the need and objectives of the subject, internal assessment should include minimum three of the following sub-components; <i>Class Test, Quiz, Assignments, Class Participation, Projects, Team/Individual Assignments.</i> -The weightage of a sub-component should not exceed 50% of internal assessment component weight. - The bifurcation of sub-components shall be communicated by the instructor before commencement of the academic sessions.	40%