

Branch Name:	Management
Program Code:	MS301
Course Name:	Organizational Development
Course Code:	1MS3010772
Pre-requisite Course:	Basic Understanding of Functional Areas of Management, Contribution of different organizational management levels. Structures of Organizations and Types of Organizations.

1. Course Objectives:

1. Understand the basic theories upon which the field of OD is based,
2. Have developed an understanding of the challenges of leading a planned change initiative and methods to increase the likelihood of success,
3. Have developed a working knowledge of all aspects of the OD intervention process including entering and contracting, data collection and diagnosis, intervention methodologies, implementation, and sustaining change,
4. understand the unique challenges of attempting an organization transformation
5. understand the roles that consultants, internal or external, can play in the OD process.

2. Teaching Scheme (Hours per week)

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

3. Syllabus

Module No.	Contents	Total Hours	Weightage
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 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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Text Books

Sr. No	Book
1	Organization 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	Behavioral Processes in Organizations 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

a. 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

4. Evaluation Scheme

Sr. No.	Component	Weightage
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 subcomponent 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%

Course Learning Outcomes (CLO): On completion of this course, the students will be able to:

CLO	Description	Bloom's Taxonomy Level
CLO1	Gaining knowledge about the organizational development process.	1. Remember
CLO2	How to change and develop organizations.	3 Apply, 4 Analyse
CLO3	A better understanding of the change management model.	3 Apply, 4 Analyse
CLO4	Skills needed to develop an action plan for the development process.	2. Understand 6 Create
CL05	A better understanding of change resistance and how to handle it.	3 Apply, 4 Analyse 5 Evaluate

Mapping of CLOs with Pos & PSOs

Course Learning Outcomes	Program Outcomes (POs)								Program Specific Outcomes (PSOs)	
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PSO1	PSO2
CLO1	H	M		L	L	M	L	H	M	
CLO2	H	H	L	H		M				
CLO3	H	L	H			L		L		M
CLO4	H	H		H					H	
CLO5			H			H	M	H		

H: High, M: Medium, L: Low