

<b>PROGRAM</b>	<b>Master of Business Administration (MBA)</b>
<b>SEMESTER</b>	<b>3</b>
<b>COURSE TITLE</b>	<b>Change Management &amp; Organization Development</b>
<b>COURSE CODE</b>	<b>04MB0316</b>
<b>COURSE CREDITS</b>	<b>3</b>
<b>COURSE DURATION</b>	<b>42 Hrs (42 Sessions of 60 Minutes each)</b>

**COURSE OUTCOMES:**

- ❖ To understand different approaches to manage organizational changes
- ❖ To recognize common symptoms and reactions to change in the workplace and recommend interventions to address the resistance
- ❖ To determine the role of an OD practitioner as a facilitator and understand the key competencies suitable for application of OD interventions
- ❖ To recognize the need of managing change and various interventions in the organization
- ❖ To distinguish between reactions and resistance to change
- ❖ To examine OD techniques by means of behavioral simulations and cases.

**COURSE CONTENTS:**

<b>Unit No</b>	<b>Unit / Sub Unit</b>	<b>Sessions</b>
Unit I	<b>Introduction to Change Management &amp; Organization Development</b>  Meaning of Change Management & Types, Introduction to Organization Development, The Evolution and Growth of Organization Development, Model for Organization Development, The Systems Approach, The Socio-Technical System, Understanding Corporate Culture, The Goals and Values of Organization Development, Organization Development in Global Settings, OD Profession in India	08

Unit II	<b>The Process of Organization Development</b>  OD Practitioner Styles, The Intervention Process, The Diagnostic Process, Individual, Group & Organization level diagnosis, The Life Cycle of Resistance to Change, Driving Forces & Restraining Forces of Change Program, Strategies to Control Resistance	08
Unit III	<b>Human Process Interventions</b>  Introduction to Process Intervention, Types of Process Intervention, Basic strategies to change, The Integration of Change Strategies, Employee Empowerment, and Interpersonal Interventions	08
Unit IV	<b>Team Interventions</b>  The Need for Team Development, The Team Development Process, Cooperation versus Competition, Managing Conflicts, Work Team Development, Self- Managed Work Teams	08
Unit V	<b>Successful Organizations</b>  System-wide Interventions, Learning Organizations, High- Performing Systems, Organizational Transformation and Strategic Management, Future Trends in Organization Development, Organization Development in Nonindustrial Settings: Health Care, School Systems, the Public Sector, and Family-Owned Businesses	08

**EVALUATION:**

The students will be evaluated on a continuous basis and broadly the scheme given below will be followed:

	Component	Weightage
A	Continuous Evaluation Component (Assignments / Presentations/ Quizzes / Class Participation/ etc.)	20% (C.E.C.)
B	Internal Assessment	30% (I.A.)
C	End-Semester Examination	50% (External Assessment)

**SUGGESTED READINGS**
**Textbooks:**

Sr. No	Author/s	Name of the Book	Publisher	Edition & Year
T-01	Donald R. Brown, Donald Harvey	An Experiential Approach to Organizational Development	Pearson	8 <sup>th</sup> edition
T-02	Wendell L. French, Cecil Bell, Robert A. Zawacki	Organization Development and Transformation: Managing effective change	McGraw- Hill/Irwin	6 <sup>th</sup> edition

**Reference Books:**

Sr. No	Author/s	Name of the Book	Publisher	Edition & Year
R-01	Thomas Cummings, Christopher Worli	Theory of Organization Development and Change	Cengage Learning	9 <sup>th</sup> edition
R-02	S.K. Bhatia	Managing Change and Organization Development	Deep and Deep Publications	1 <sup>st</sup> edition
R-03	Harsh Pathak	Organizational Change	Pearson	1 <sup>st</sup> edition