

INSTITUTE	FACULTY OF MANAGEMENT STUDIES
PROGRAM	BACHELOR OF BUSINESS ADMINISTRATION (HONS.)
SEMESTER	6
COURSE TITLE	CHANGE MANAGEMENT
COURSE CODE	04BB1607
COURSE CREDITS	4

Course Outcomes: After completion of this course, student will be able to:

- 1 Understand the objective of managing change in the organizations
- 2 Recognize reactions to change and address the resistance
- 3 Learn the competencies required for effective change management
- 4 Identify and apply intervention techniques to the organizations
- 5 Understand basic change models with relevance to the contemporary organizations

Pre-requisite of course:NONE

Teaching and Examination Scheme

Theory Hours	Tutorial Hours	Practical Hours	ESE	IA	CSE	Viva	Term Work
4	0	0	50	30	20	0	0

Contents : Unit	Topics	Contact Hours
1	Organizational Culture and Change An introduction to Change Management, various definitions, significance and objectives, Business as a domain for change, Environmental Factors leading to Change, Organizational Culture: Sources and types of Culture, Significance of Culture during change, Strengths and weaknesses of Indian Culture.	10
2	Resistance to Change Meaning, Nature & types of Organizational Change, Organizational Barriers to Change, Individual and Group Resistance, Overcoming Resistance to Change, Techniques to manage resistance	8
3	Organizational Change and Change Agents Meaning and Types of Change Agents, Key Roles in Organizational Change, Characteristics of good Change Agent, Strategic Management of Change, Factors in selecting Change Strategy, Formulation and Implementation of Change Strategy.	10

Contents : Unit	Topics	Contact Hours
4	Organizational Diagnosis & Development Meaning of Diagnosis, Introduction to Organizational Diagnosis, Collection of Data, Introduction to OD, OD Intervention and Classification, OD Interventions Techniques, Prerequisites for effective use of OD	10
5	Learning Organization and Models of Change Meaning and nature of Learning Organization, TQM and Learning Organization, Basic Models of OD: Individualistic Model, Group Oriented Model, Organization-oriented model, Lewin's Three-step Model, McKinsey 7 s Model & Kotter's 8 Step Growth Model Case study on Change Management in any Industry.	10
Total Hours		48

Textbook :

- 1 Organisational Change, Harsh Pathak, Pearson, 2010
- 2 An Experiential Approach to Organizational Development, Donald R. Brown, Donald Harvey, Pearson, 2013

References:

- 1 Theory of Organization Development and Change, Theory of Organization Development and Change, Thomas Cummings, Christopher Worli, Cengage Learning, 2011
- 2 Organization Development and Transformation: Managing effective change, Organization Development and Transformation: Managing effective change, Wendell L. French, Cecil Bell, Robert A. Zawacki, McGraw- Hill/Irwin, 2012
- 3 Managing Change and Organization Development, Managing Change and Organization Development, S.K. Bhatia, Deep and Deep Publications, 2009

Suggested Theory Distribution:

The suggested theory distribution as per Bloom's taxonomy is as follows. This distribution serves as guidelines for teachers and students to achieve effective teaching-learning process

Distribution of Theory for course delivery and evaluation					
Remember / Knowledge	Understand	Apply	Analyze	Evaluate	Higher order Thinking
10.00	20.00	25.00	25.00	10.00	10.00

Instructional Method:

- 1 Theory