

GANPAT UNIVERSITY

FACULTY OF MANAGEMENT STUDIES

Programme	Master of Business Administration				Branch/Spec.	Human Resources Management			
Semester	III				Version	1.0.0.1			
Effective from <i>Academic Year</i>			2021-22		Effective for the batch Admitted in			June 2020	
Subject code	2IIIA05ODC		Subject Name		ORGANISATIONAL DEVELOPMENT AND CHANGE				
Teaching scheme					Examination scheme (Marks)				
(Per week)	Lecture(DT)		Practical(Lab.)		Total		CE	SEE	Total
	L	TU	P	TW					
Credit	4	0	0	0	4	Theory	60	40	100
Hours	4	0	0	0	4	Practical	-	-	-
Pre-requisites:									
Objectives									
The Objective of the course make student understand different concept and techniques for organisation development and change programs									
Learning Outcomes:									
2IIIA05ODC.CO1: Understand the foundations, values, and models of Organizational Development to apply planned change approaches effectively.									
2IIIA05ODC.CO2: Understand OD interventions for enhancing team effectiveness and resolving organizational conflicts.									
2IIIA05ODC.CO3: Evaluate suitable organizational structures and learning systems to support change and innovation.									
2IIIA05ODC.CO4: Analyze ethical, political, and consulting challenges to propose sustainable OD practices for future organizations.									
Theory syllabus									
Unit	Content								Hrs
1	Introduction to Organisational Development: Foundations of Organisational Development, History of OD, Values and assumptions of OD Managing the Organisational Development Process, Organizational culture and change, Planned change, Models of change, Action Research and OD								15
2	Organisational Development Interventions and its applications: Overview of OD Interventions, Training Experience, Team Interventions, Third-Party Peacemaking Interventions, Inter Group Interventions, Comprehensive Interventions, Structural Interventions.								15
3	Designing Organisational Structures: Functional, Divisional (Product, Geographic, Market), Nature and Network Structure, the Learning organization, Virtual/ Boundary Less organization.								15
4	Key Issues in Organisational Development: Issues in Consultant-Client Relationships, Ethical Issues in Organisational Development, Power, Politics and Organisation Development, Future of Organisational Development.								15
Practical content									
Text Books									
1	French, W., Cecil, H. Bell & Jr. (2004), Organizational Development, PHI.								
Reference Books									

1	French, W., Cecil, H. Bell & Jr. (2004), Organizational Development, PHI.
2	Jones, G. R. (2nd edition, 2004), Organizational Theory, Addison-Wesley Publishing Company.
3	Burnes B. (1996), Managing Change: A Strategic Approach to Organizational Dynamics, London, Pitman.
4	Cummings, T. G. & Warley, C. G. (7th edition, 2001), Organizational Development & Change, Cincinnati, Ohio: South-western.
5	Eason, K. D., Information technology and organisational change. CRC Press.
6	Brown, D.R., An Experiential Approach to Organizational Development. Pearson India Education Services Pvt Ltd

Mapping of CO with PO and PSO:

Semester 3: Course Name: 2IIIA05ODC: ORGANIZATIONAL DEVELOPMENT AND CHANGE							
Course outcomes	PO1	PO2	PO3	PO4	PO5	PO6	PO7
2IIIA05ODC.CO1	2	3	2	2	2	3	1
2IIIA05ODC.CO2	3	3	3	2	3	3	1
2IIIA05ODC.CO3	3	3	3	2	3	2	1
2IIIA05ODC.CO4	2	3	3	2	3	3	1

Semester 3: Course Name: 2IIIA05ODC ORGANIZATIONAL DEVELOPMENT AND CHANGE			
Course outcomes	PSO1	PSO2	PSO3
2IIIA05ODC.CO1	3	2	3
2IIIA05ODC.CO2	3	2	2
2IIIA05ODC.CO3	3	2	3
2IIIA05ODC.CO4	3	2	3