

**SARDAR PATEL UNIVERSITY**  
**Programme: BBA (Information Technology Management)**  
**Semester: VII**  
**Syllabus with effect from: November/December-2013**  
**(Batch-2010)**

Paper Code: UM07EBBI06		Total Credit:4
Title Of Paper: Organizational Change		
Unit	Description in detail	Weighting (%)
I	<b>Organizational Effectiveness</b> Concept of Organizational Effectiveness Approaches to Measure Effectiveness Goal Approach Behavioral Approach System-Resource Approach Strategic Constituencies Approach Maximization or Optimization of Effectiveness Managerial Effectiveness Factors in Organization Effectiveness	25%
II	<b>Organizational Change</b> Responses to change Change Agents Role of Change Agents Organizational growth and change	25%
III	<b>Work Stress</b> Causes of Stress Effects of Stress Stress Management Individual Coping Strategies Organizational Coping Strategies Counseling Stress Management Based on Indian Philosophy	25%
IV	<b>Work Design</b> Impact of Technology on Organization. Theories of Work Design Factors in Work Design Work Design Options Job Enrichment Work Schedule Options.	25%
V	<b>Tutorial (Credit -1. Marks -25)</b> <b>Interpersonal Relations in Action</b> <b>Practices of Organizational Change:</b> ONE case study & ONE article review on Work Design and Work Stress. One case on Organizational Change and ONE case study & ONE article review on Organizational Effectiveness. Journal on the same shall be maintained by the students in which they have to write on practices.  Journal shall be evaluated by the concerned teacher.	



### **Basic Text & Reference Books:-**

- L M Prasad: Organizational Behavior, Sultan Chand & Sons, New Delhi.
- K Aswathappa: Organizational Behavior, Himalaya Publishing House, Mumbai.
- F Luthans; Organizational Behavior, Mc Graw Hill, Singapore.

