

SARDAR PATEL UNIVERSITY
Programme: BCOM
Semester: V
Syllabus with effect from : JUNE 2013

Paper Code: UB05SCOM05	Total Credit: 3
Title Of Paper: Organizational Development	

Unit	Description in detail	Weighting (%)
1	ORGANISATION DEVELOPMENT Concept, Organization Development & Management development, features & Objectives of organization Development, Values of Organization Development, process of organization development.	25 %
2	TECHNIQUES OF ORGANISATIONAL DEVELOPMENT Sensitive training, Managerial Grid, Survey feedback, Process of consultation, system for Management and Management by Objectives.	25 %
3	ORGANIZATIONAL CHANGE Meaning, Nature, Reasons for organizational Change, Factors in organizational change, Planned Change: Meaning, Factors in planned Change, Objectives of planned change and process of planned change.	25 %
4	ORGANIZATIONAL EFFECTIVENESS Concept, Approaches to measure effectiveness, Goal approach, Behavioural approach, system-resource approach strategic constituencies approach. Criteria for Organizational Effectiveness.	25 %

Basic Text & Reference Books

- Organizational Behavior: L. M. Prasad
- Organizational Behavior: K Ashwathapa
- Human Resource Management L. M. Prasad
- Principles and practice of Management: S Sachdeva
- Management: Theory & Practice : C. B. Gupta

