

SARDAR PATEL UNIVERSITY
Programme: BCOM
Semester: V
Syllabus with effect from : JUNE 2020

Paper Code: UB05DCOM28	Total Credit: 3
Title Of Paper: Organizational Change and Intervention	

Unit	Description in detail	Weighting (%)
1	ORGANIZATIONAL CHANGE Overview of Organizational Change-Types and Forces of Change and its Perspectives-Models of change-Resistance to Changes-Approaches to Manage resistance-Implementation of Organizational Change	25 %
2	ORGANIZATIONAL CULTURE AND CHANGE Organizational Culture – Importance in Change-Sub cultures and Change management-Functions of Culture and Change- Power, politics and Ethics in Change Management	25 %
3	ORGANIZATION DEVELOPMENT (OD) Field of Organization Development-Historical overview of OD Values, Assumptions & Beliefs in OD-Foundations of OD-Organization Development Process	25 %
4	ISSUES AND TRENDS IN ORGANIZATIONAL CHANGE Introduction to Organization Development Interventions-Classifications of OD Interventions-Team and Inter Group Interventions-Structural and Comprehensive Interventions-Advantages & limitations of change	25 %

Basic Text & Reference Books

- Cummings, Organisation Development and Change, Cengage Learning , 8th ed ,2010
 French, Bell,Jr, Zawackic ,Organisation Development & Transformation 6 Edition, Tata McGraw Hill 2010
 Kandakar, Organisational Effectiveness and Change Management , PHI Learning,2009 French ,Bell,Jr, Organisation Development, Pearson Education 2009
 Kavita Singh, Organisation Change & Development, Excel Books , 2009.
 Radha Sharma ,Change Management Concepts and Applications 1 Edition, Tata McGraw Hill 2009
 Bhupen ,Srivastava, Organization Design and Development, Biztantra, 2009 Daft, Organisation Theory & Design, Cengage Learning 2010
 Sengupta, Battscharya, Sengupta, Managing Change in Organisations, PHI learning,2009

