

SARDAR PATEL UNIVERSITY
Vallabh Vidyanagar, Gujarat
(Reaccredited with 'A' Grade by NAAC (CGPA 3.11))
Programme: B.COM Semester: V
Syllabus with effect from the Academic Year: June, 2023

B.COM. SEMESTER-V		
Paper Code	Title of the Paper	Total Credit
UB05DCOM78	Organizational Change and Intervention	3

Course Objectives	To impart knowledge to the students in the area of Organizational Change and Intervention and acquaint them with managerial skills.
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Course Description		
Unit	Description	Weightage
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 c ultures 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%

*Units will have the same Weightage in the evaluation as suggested in the course outline.

Teaching-Learning Methodology	<ul style="list-style-type: none"> • Lecture Method • Online Lectures • Group Discussion • Practical Problem Solving
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Evaluation Pattern		
Sr.No.	Details of the Evaluation	Weightage
1.	Internal/Written Examination	15%
2.	Internal Continuous Assessment in the form of Practical , Viva-Voce, Quizzes, Seminars, Assignments, Attendance	15%
3.	University Examination	70%

* Students will have to score a minimum of 40 (Forty) Percent to pass the course.

Course Outcomes: Having Completed this course, the students will be able to	
Following points will be learned by students by successfully completing the course:	
<ul style="list-style-type: none"> • Types and forces of the change in organization. • Resistance to the change and various approaches towards change in organization. • Importance of culture in organization. 	

- Change management and its ways.
- Functions of culture in organization.
- Process of organizational development and its field studies.
- Assumptions and beliefs in organizational development
- Interventions in organizational development
- Classification of interventions.
- Types of organizational interventions

Suggested References: (include Reference Material from where a student is expected to study the said content in APA Style) Reference Websites can also be included)

Sr. No	References
1.	Cummings, Organisation Development and Change, Cengag Learning , 8th ed ,2010
2.	French, Bell,Jr, Zawackic ,Organisation Development & Transformation 6 Edition, Tata McGraw Hill 2010
3.	Kandakar, Organisational Effectiveness and Change Management , PHI Learning,2009
4.	Bell,Jr, Organisation Development, Pearson Education 2009
5.	Radha Sharma ,Change Management Concepts and Applications 1 Edition, Tata McGraw Hill 2009
6.	Sengupta, Battscharya, Sengupta, Managing Change in Organisations, PHI learning,2009

On-Line Resources available that can be used as Reference Material