



(Master of Business Administration) Semester IV

HUMAN RESOURCE SPECIALISATION

PM04EHRM58: ORGANISATIONAL CHANGE AND INTERVENTION

Course Code	PM04EHRM58	Title of the Course	Organisational Change and Intervention
Total Credits of the Course	04	Hours per Week	04

Course Objectives:	<ul style="list-style-type: none">• To help the student in the understanding of the principles of OD located in the human relations school of management;• To provide the working knowledge of all aspects of the OD intervention process, including entering and contracting, data collection and diagnosis, intervention methodologies, implementation, and sustaining change,• To explain the students various OD interventions at the group and organisational level, group dynamics, challenges of leading a planned change initiative, and methods to increase the likelihood of success, teams and team building, and OD application.
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Course Content: 30 sessions		
Unit	Description	Weightage (%)
1.	General Introduction to Organization Development, The Nature of Planned Change, The Organization Development Practitioner, Entering and Contracting, Diagnosing Organizations, Diagnosing Groups and Jobs	25
2.	Collecting and Analyzing Diagnostic Information, Feeding Back Diagnostic Information, Designing Interventions, Leading and Managing Change, Evaluating and Institutionalizing Organization Development Interventions, Interpersonal and Group Process Approaches	25
3.	Organization Process Approaches, Restructuring Organizations, Employee Involvement, Work Design, Performance Management, Developing Talent	25



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4.	Transformational Change, Trans organizational Change, Organization Development in Global Settings, Future Directions in Organization Development	25
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Teaching-Learning Methodology	Lectures, case studies, case judgments, role plays.
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Evaluation Pattern		
Sr. No.	Details of the Evaluation	Weightage
1.	Mid-semester examination	30%
2.	Internal Continuous Assessment in the form of Practical, Viva-voce, Quizzes, Seminars, Assignments, Attendance	30%
3.	End semester examination	40%

Course Outcomes: Having completed this course, the learner will be able to:	
1.	Develop an understanding of the organizational development process.
2.	Appreciate the need for organizational change and development in the current times.
3.	Identify sources and implement data collection techniques for organizational analysis (Diagnosis) and the significance of feedback in delivering diagnostic information.
4.	Develop an action plan for the development process.
5.	Design different interventions and implement them effectively. Overcome the resistance to change.
6.	Use OD in addressing issues relating to globalization, OD research-practice interface and challenges faced by OD.
7.	Enhance employability.



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Suggested References:

Sr. No.	References
1.	Worley, C. G., & Learning, S. W. C. Organization Development and Change by Thomas G. Cummings.
2.	Brown, Donald, An Experimental Approach to Organizational Development, Prentice-Hall, 2011.
3	Wendell L. French, & Cecil Bell., Organization development: Behavioral science interventions for organization improvement. Pearson College Division.

Online Resources

<https://nptel.ac.in/courses/110/101/110101146/>

<https://www.udemy.com/course/thinking-profoundly-about-organisational-development/>

<https://www.coursary.com/course/leading-organizational-change-in-healthcare-Pdz04e02?fromfld=lpads>