

SARDAR PATEL UNIVERSITY
Programme & Subject: Master of Human Resource Development (MHRD)
Semester: IV
Syllabus with Effect from: November - 2014

Paper Code: PA04CHRD01	Total Credit: 4
Title Of Paper: Organizational Development	

Unit	Description in Detail	Weightage (%)
I	Organizational Change: Introduction, Nature, Definition, Meaning of organizational change, Forces to change – Models Kurt Levin’s three step model and Action Research Model, Change Processes: resistance to change and force for resistance to change, overcoming resistance to change.	25%
II	Organizational Development: Introduction, Nature, Definition, Meaning of organizational development, characteristics of organizational development, objectives of OD, assumptions and values of OD , OD process. Diagnosis: Process of Diagnosis, Marvin Wiz board’s Six Box Model for Diagnosis	25%
III	OD interventions: Sensitivity training, grid organization development, survey feedback, Process consultation, Third party peacemaking, system 4 management, transactional analysis, success and future of OD. Strategies for success of OD programmes.	25%
IV	OD in context of liberalization. OD in Public Sector Cases: OD activities at Maruti Udyog Ltd. OD activities at Brooke Bond India Ltd. OD at HMT.	25%

Basic Text & Reference Books:-

- French Wendell L 1998; Organizational Development – Prentice Hall of India, New Delhi.
- Ramnarayan S ., Rao T.V. and Singh Kuldeep, 1998 : Organization Development Interventions and Strategies – Response Book, New Delhi
- Laxmi Devi, 1998: Organizational Development – Anmol Publications Pvt. Ltd. – New Delhi
- French Wendell and Bell, 2001: Organizational Development – Prentice Hall of India Ltd., New Delhi
- Wendell L French, Cecil h Bell. Jr., Veena Vohra, 2006 Organizational Development Behavioral Science Interventions for Organizational Improvement, Pearson Education Inc New Delhi.

