

SARDAR PATEL UNIVERSITY
Programme: MHRM
Semester: III
Syllabus with effect from: June 2016

Paper Code: PA03EHRM15	Total Credits: 3
Title Of Paper: Organisational Dynamics	

Unit	Description in detail	Weightage (%)
	Learner Objectives <ol style="list-style-type: none"> 1. To prepare the students as organisational dynamic facilitators using the knowledge and techniques of behavioural sciences. 2. Case studies involving the learning from the course and to understand the applicability of OD dynamic are required to be discussed. 	
1	Group Dynamics Understanding Groups Phases of Group Development Group Cohesion and Alienation Conformity and Obedience	20 %
2	Role and Power Dynamics <ul style="list-style-type: none"> • The Concept and Systems of Roles, Role Analysis, Organisational Stress and Burnout, Coping with Stress and Burnout • Bases of Power, The Process of Empowerment Decentralisation and Delegation & Transformational Leadership 	20 %
3	Organisational Dynamics <ul style="list-style-type: none"> • Organisational Culture • Social Responsibilities of Organisations • Organisational Ethics and Values • Process of Learning Organisations. 	20 %
4	Inter-Organisational Dynamics <ul style="list-style-type: none"> • Cross Cultural Dynamics • Management of Diversity • Strategic Alliances and Coalition Formation 	20 %
5	Case studies with reference to Organisational Culture Decentralisation process in corporate sector Leadership practice in corporate sector	20 %

Basic Text & Reference Books:

1. Strategic Management & Organizational Dynamics [Paperback] Ralph D. Stacey, 2009
2. The Change Handbook: The Definitive Resource on Today's Best Methods for Engaging Whole Systems [Paperback] Peggy Holman Author), Tom Devane, 2009
3. Process Consultation Revisited: Building the Helping Relationship (Prentice Hall Organizational Development Series) [Paperback] Edgar H. Schein, 2007
4. Bateson, M.C. (1994), Peripheral Vision, New York, Harper Collins

