

ORGNISATIONAL CHANGE AND DEVELOPMENT



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Short Description

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Description

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H.R 6.5 ORGNISATIONAL CHANGE AND DEVELOPMENT

OBJECTIVE:

The objective is to enable the students to understand need for Organizational Change and Development and the OD interventions

Unit 1: CHANGE MANAGEMENT

The importance and nature of change. Change and human response. Introducing change effectively: Basic

steps, factors influencing change- resistance to change, overcoming resistance to change

Unit 2: ORGANIZATION EFFECTIVENESS

Organization effectiveness: Concept, problems in measurement of effectiveness. System - level criteria of judging effectiveness.

Unit 3: ORGANIZATIONAL DEVELOPMENT

The nature of Organizational Development (OD): Assumptions and values. Relevant systems concepts.

Action research, OD Interventions: Team interventions, Inter-group interventions, personal, interpersonal

and group processes interventions: A descriptive inventory of OD interventions.

Unit 4: OD INTERVENTIONS

Comprehensive interventions, Structural interventions, Job enrichment and MBO, Conditions for optimal success of OD.

Unit 5: CREATIVITY & INNOVATION

Creativity & Innovation: Meaning, Need, Components of Creativity & Innovation, Organizational

Constraints, Organizational environment for Creativity & Innovation,

Details

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