

MS736H Organizational Development and Change Management



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Short Description

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Description

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ltp MS736H Organizational Development and Change Management

Department of MBA

Detailed Syllabus for MBA

Batch: 2017-19

Approved by the Academic Council at its 6th Meeting held on 13.05.2017

Subject

Code MS736H Subject

Title Organizational Development and Change Management

LTP 3 0 0 Credit 3

Subject

Category DC Year II Semester III / IV

Unit-1:

Introduction to Organizational Development

Organizational Development: Definition, need, assumptions, historical development, issues, and future of OD:

Models and theories and planned change. Process of OD, issues in consultant- client relationship.

Unit-2:

Organizational Interventions

OD Interventions: Planning interventions; Human Resource Management intervention, Team interventions;

Human process interventions, Techno-structural interventions. Inter- group and Third party peacemaking

interventions, Comprehensive interventions, Structural interventions, personal interventions, Future of OD,

Research on OD.

Unit-3:

Organizational Change

Organizational Change- Meaning- Necessity for Change; Classification of Change;

Lever of Organization

Change; Models of Organizational Change- Kurt Lewin Three Stage Model and Force Field Analysis, Systems

theory, Stream Analysis.

Unit-4:

Bringing Change- Change Agent

Change Agent-Types and Effectiveness; Leadership and HR Role; Organization's Readiness for Change;

Recipients of Change- From eager Acceptance to Resistance; Minimizing the Resistance; Psychological

Contract.

Unit-5:

Coping with Change

Measuring Change: Designing Effective Control Systems; DICE Model, Organization Identity and Change;

Incremental Change Vs Disruptive Change, Organization Structures, Systems and Change.

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