

# ORGANISATIONAL STRUCTURE & CHANGE



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## Description

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**Edition Description: 2021-22**

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**ORGANISATIONAL STRUCTURE & CHANGE Unit-IIIntroduction**Concept of Organisational Structure, Organisational Culture, Concept and Importance of Organisational Change; Organisational Environment Specific and General. **Organisational Efficiency and Effectiveness**Concept of Efficiencies,

Measurement of Efficiency and Effectiveness and effectiveness Internal Systems Approach, External Resources Approach and Technical Approach of Organisational Effectiveness, Organisational Effectiveness and Technology. **Unit-II Structure** Meaning, Types and Designing, Kinds of Organisational Structure, Functional, Divisional (Geographic and Market), Line and Staff Committee Organisation, Matrix Structure; Network Structure and Boundary- Less Organisations, Organisational Design and Strategy in Changing Global Framework. **Unit-III Organisational Change** Concepts and Targets of Change, Planned and Unplanned Change, Stimulating Factors for Organisational Change, Resistance to Organisational Change- Organisational and Individual, Lewin's Force Field Theory of Change, Evolutionary and Revolutionary Change in Organisation, Concept of Total Quality Management, Developments in Revolutionary Change Re-Engineering, Restructuring. **Unit-IV** Concept of Organisational Development, History of Organisation Development, Phases and Foundations of Organisational Development, Values, Assumptions and Beliefs in O.D. **Managing Changes:** Action Research-Diagnosing The Organisation, Determination of Desired Future State, Implementing Action, Evaluating Action, Institutionalising Action Research, Systematic Innovations. **Unit-V Organisational Transformation** Birth, Growth, Decline and Death, Institutional Theory of Organisational Growth, Greiner's model of Organisational Growth. O.D Techniques to deal with Resistance To Change, O.D Techniques to promote Change. **O.D. Intervention:** Human Process Interventions, Structure and Technological Interventions and Strategy Interventions – Sensitivity Training – Survey Feedback, Process Consultation –Team Building – Inter- Group Development – Innovations – Learning Organisations.

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