

Masters Of Business Administration (MBA) – Semester – 3
Course Teaching Plan

Course Title: Change Management & Organization Development

Course Code: 340033301

Programme & Semester: MBA – 2nd year- Semester 3

Course Credit: 4

1. Course Introduction

Change Management is a concept that denotes the importance of managing human emotions and employee concerns when major changes are made in an organization. Organizational Development refers to a component of a major company overhaul designed to fix an ineffective workplace. The course aims to sensitize the students about how organizations can be made more effective and dynamic through improving its human resource and the importance of developing basic behavioral science skills to make a career as OD practitioner.

2. Course Objectives:

- To help the students understand the importance of change and its management in organizations.
- To acquaint the students with basic concepts and processes that form the core of Organization Development
- To help the students explore the career option of becoming an OD practitioner.

3. Course Learning Outcome:

CLO 1. Understand the evolution and importance of organizational development along with its process

CLO 2. Acquire Skills & Competencies required for managing change in an organization

CLO 3. Understand the importance of culture and cultural change in an organization

CLO 4. Gain knowledge about the styles and roles of an OD practitioner along with the understanding of Diagnostic models of OD

CLO5. Learn various strategies for overcoming resistance to change

CLO6. Understand the importance of OD intervention for effective functioning of the organization

CLO7. Understand the challenges faced by OD professionals and the future of OD

4. CLO –PO Mapping Matrix

	PO1	PO2	PO3	PO4	PO5
CLO1	3	3	3	3	3
CLO2	3	3	3	3	3
CLO3	3	2	3	3	3
CLO4	3	3	3	3	3
CLO5	3	2	3	3	3
CLO6	3	3	3	3	3
CLO7	3	2	2	3	3

Correlation levels: 3= 'High', 2='Medium', 1='Low' and '-' = No correlation

5. Course Content and Session Plan

Session No	Syllabus Content
	Unit I Anticipating change
1-3	Organizational Development and Reinventing the organization <ul style="list-style-type: none">● Introduction to OD● Characteristics of OD● Evolution of OD● A model for OD

4-7	Organizational renewal and challenge of change <ul style="list-style-type: none"> ● Organizational Renewal – Adapting to change ● A model of adaptive orientation ● The systems approach ● Socio technical system ● Future shock and change ● Organizational transformation and development ● OD : The planned change process
8-10	Changing the culture Understanding the corporate culture Cultural resistance to change Tools for change The goals and values of OD
<p style="text-align: center;">Unit II</p> <p style="text-align: center;">Understanding the OD process</p>	
11-14	Role and Style of OD practitioner <ul style="list-style-type: none"> ● Haphazard VS planned change ● OD practitioner styles ● The intervention process ● Forming the practitioner – client relationship ● Red flags in practitioner- client relationship
15-17	The Diagnostic Process <ul style="list-style-type: none"> ● The diagnosis process ● Diagnostic models ● Red flags in diagnosis
18-20	Overcoming resistance to change <ul style="list-style-type: none"> ● The life cycle of resistance to change ● Change model

<p style="text-align: center;">Unit III</p> <p style="text-align: center;">OD Interventions - Developing excellence in individuals</p>	
21-23	<p>Process Intervention skills</p> <ul style="list-style-type: none"> • Types of process interventions
24-25	<p>OD Intervention strategies</p> <p>Basic strategies to change</p>
26-29	<p>Employee empowerment and Interpersonal interventions</p> <ul style="list-style-type: none"> • Introduction to • Employee empowerment • The Johari window model • Transactional Analysis
<p style="text-align: center;">OD Interventions - Unit 4</p> <p style="text-align: center;">Developing high performance in teams</p>	
30-33	<p>Team Development interventions</p> <ul style="list-style-type: none"> • The purpose of team development • The process of team development • Role Negotiation • Role analysis
34-35	<p>Work team development</p> <ul style="list-style-type: none"> • Job design • TQM • Self-managed work teams

Unit 5 – Future of OD	
36	Future of OD <ul style="list-style-type: none"> The challenges faced by OD professionals Future Trends in OD
Unit 6 – Capstone Project	
37-40	Change management & organizational development

6. Assessment Scheme:

Specific assessment method	% Weightage	Theory	Practical
Unit Test / VIVA	50 %	√	
Class Attendance	15%	√	√
Class Assignments / Projects	10%		√
Class Participation / Role Play	10%	√	√
Capstone Project	15%		√

7. Educational Resources

Educational Resources	Description
i. Text Book	➤ An Experiential approach to Organization Development – Brown & Harvey - 7 th Edition
ii. Reference Book	➤ Organization Development: Behavioral Science Interventions for organization – French & Bell – Latest Edition ➤ Organizational Change & development - Kavita Singh – Latest Edition
iii. Journals/ Magazine/periodicals	➤ Journal of Organizational Change Management ➤ The journal of applied behavioural sciences ➤ Journal of change management ➤ Harvard Business Review

iv. Course related blog, if any	<ul style="list-style-type: none"> ➤ Change management Blog – By Procsi ➤ Influence change ay work – Enclaria Blog ➤ Daggerwing group
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