**MBA321: ORGANIZATIONAL CHANGE & DEVELOPMENT**

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| **Teaching Scheme** | **Examination Scheme** |
| Lectures: 4 hrs./Week | Class Test -12Marks |
| Tutorials: 1 hrs./Week | Teachers Assessment - 6MarksAttendance – 12 Marks |
|  Credits: 4 | End Semester Exam – 70 marks |

***Course Objectives:***

* *To understand the nature of the developmental process in organizations.*
* *To comprehend the main derives and approaches of the change.*
* *To realize and apply the stages of the organizational development process.*
* *To equip students with knowledge & skills required for effective change and organizational development.*
* *To Provide students with knowledge of resistance to change and techniques of handing it.*

**Hours: 40**

**UNIT I (10 Hours): Introduction:** Concept of organization, function of organization, Typology of organization, Virtual Organization, Organizational Development, Evolution: Kurt Lewin, Robert, McGregorChange: Introduction, meaning, need, implications. Understanding personal change, components of personal change: Self-awareness, Self-analysis, Self-efficacy, Self-esteem, Organizational roles – making organizational and personal role effective

**UNIT II (10 Hours): Change Theory:** Organizational Change: Force Field Analysis, Managerial approaches for implementing change.Change management: facilitating change, dealing with individual and group resistances, intervention strategies.Organizational Culture & Change: formal & informal components of organizational culture, functions, creating & sustaining culture, designing strategy for cultural change.

**UNIT III (10 Hours): Organizational Design:** Organizational Design, Work Organization: Analysing and Organising Work, Emerging Issues of Work Organisation and Quality of Work Life Balance.

**UNIT VI (10 Hours): Organizational Analysis:** Organizational Analysis: Organisational Diagnosis-Tools and Techniques, Questionnaire and Interview as Diagnostic Tools, Workshops, Task-forces and Other Methods.

**Suggested Readings:**

1. Change & Knowledge Management -R.L. Nandeshwar, Bala Krishna Jayasimha, Excel
2. Management of Organizational Change -K Harigopal, Response Books
3. Managing Organizational Change -V Nilkant, S Ramnarayan Response Books
4. Managing organizational change -Palmer, Dunford, Akin, Tata McGraw Hill
5. Organization Change and Development- Kavith Singh, Excel Books**.**

**COURSE OUTCOMES :** After completion of this course, the student will be able to

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|  | ***COURSE OUTCOMES DESCRIPTION*** |
| ***CO1*** | *Ability to gain knowledge about organizational development process.*  |
| ***CO2*** | *Able to understand change and development of organizations* |
| ***CO3*** | *Able to understanding of the change management model.* |
| ***CO4*** | *Able to gain skills needed to develop an action plan for the development process.*  |
| ***CO5*** | *Able to understanding of change resistance and how to handle it* |
| ***CO6*** | *Ability to identify and apply the knowledge of subject practically in real life situations*  |

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| **Employable Skills**  | **Measuring Tools** |
| Ability to identify and apply the knowledge of subject practically in real life situations  | ExerciseWorkshopQuizClassroom Discussions  |