# C. U. SHAH UNIVERSITY, Wadhwan City

**FACULTY OF MANAGEMENT STUDIES**

**MASTER OF BUSINESS ADMINISTRATION (MBA)**

**SEMESTER** III (THREE)                                        **CODE 5MS03CMO1**

**Name of Subject** Change Management and Organizational Development
(CM&OD)

## Teaching & Evaluation Scheme

| Teaching Scheme ( Hours) | | | | Evaluation Scheme ( Marks) | | |
|---|---|---|---|---|---|---|
| **Th** | **Tu** | **P** | **Total** | **Sessional** | **University** | **Total** |
| 4 | 0 | 0 | 4 | 30 | 70 | 100 |

## Objectives

1. To sensitize the students about how Organizations can be made more effective and dynamic through improving its Human Resource.

2. To develop basic Behavioral science skills of the students as future practitioners of OD.

3. Help students to understand and apply basic concepts and processes that form the core of Organization Development.

**Prerequisites**        Basic knowledge of Change Management and Organizational Development

## Course outline

| Sr. No. | Course Contents | Number of Hours |
|---|---|---|
| I | Organization development and Reinventing the organization Organizational renewal and Challenge of change, Change of the Organizational Culture. | 15 |

| II | OD Practitioner: Role, Styles Diagnostic Process Overcoming Resistance to Change Process Intervention Skills | 15 |
|---|---|---|
| III | Strategies for OD Intervention Empowerment and Interpersonal Intervention Interventions for Team Development | 15 |
| IV | Work team development High Performing Systems and Learning Organizations Organizational Transformation and Strategic Management Changing the culture OD for Future | 15 |
| **Total Hours** | | 60 |

## Learning Outcomes

**Theoretical Outcomes** Understanding the importance of Change Management and Organizational Development.

**Practical Outcomes** It helps in application of basic concepts and processes that form the core of organization development.

## Teaching & Learning Methodology

- Lectures

- Case Studies

- Class Participation

## Books Recommended
1. **'An experiential Approach to Organization Development'**, *Donald R. Brown and Don Harvey,* Pearson.
2. **'Organization Development: Behavioral Science Interventions for Organization',** *Wendell French and Cecil Bell*, PHI
3. **'Organization Development and Change',** *Worley*, Thomson.

## E-Resources
1. www.managementhelp.org/organizationalchange/index.html
2. www.en.wikipedia.org/wiki/Organization_development