

**NIRMA UNIVERSITY**  
**Institute of Management**  
**Master of Business Administration (Full Time) Programme/**  
**Integrated Bachelor of Business Administration-Master of Business**  
**Administration Programme /**  
**Master of Business Administration (Family Business &**  
**Entrepreneurship) Programme**

<b>L</b>	<b>T</b>	<b>PW</b>	<b>C</b>
<b>3</b>	<b>-</b>	<b>-</b>	<b>3</b>

<b>Course Code</b>	<b>MFT5SEHR09 MBM5SEHR09 MFB5SEHR11</b>
<b>Course Title</b>	<b>Organization Development and Change Management</b>

**Course Learning Outcomes:**

At the end of the course, the students will be able to:

1. Find major models and techniques used in OD Programs
2. Explain the Organizational Development Process
3. Apply a systematic diagnosis to organizational situations

**Syllabus**

**Teaching Hours**

<b>Unit I: An Introduction to Organizational Development(OD)</b> <ul style="list-style-type: none"> <li>• Values and assumptions of OD</li> <li>• History of OD</li> </ul>	04
<b>Unit II : Organizational Change</b> <ul style="list-style-type: none"> <li>• Organizational culture and change</li> <li>• Planned change; Models of change</li> </ul>	10
<b>Unit III : OD Process and Diagnosis</b> <ul style="list-style-type: none"> <li>• Action research</li> <li>• OD process,</li> <li>• Organisational Diagnosis</li> </ul>	04
<b>Unit IV : OD Interventions</b> <ul style="list-style-type: none"> <li>• Introduction to interventions;</li> <li>• Team building intervention;</li> <li>• Intergroup and third party interventions;</li> <li>• Structural interventions;</li> <li>• Comprehensive intervention</li> </ul>	06
<b>Unit V: Issues and Challenges in OD</b> <ul style="list-style-type: none"> <li>• Power and politics in OD</li> <li>• Issues in client consultant relationship</li> <li>• Ethics in organizational development</li> </ul>	06

**Suggested Readings:**

1. Brown, D.R., An Experiential Approach to Organizational Development. Pearson India Education Services Pvt Ltd

2. French, W.L and Bell, C.H., Organization Development. Pearson Edu.
3. Eason, K. D., Information technology and organisational change. CRC Press.
4. Harvey, L., Moon, S., Geall, V., & Bower, R., Graduates' Work: Organisational Change and Students' Attributes. Centre for Research into Quality, 90 Aldridge Road, Perry Barr, Birmingham B42 2TP, England, United Kingdom

w.e.f. Academic Year 2019-20 and onwards