

Course Code: BA 670

Name of the Course: ORGANIZATION EFFECTIVENESS AND CHANGE

(L 3-T 0-P 0 - CH 3 - CR 3)

Unit 1: Introduction to Organizational Effectiveness

- 1.1 Concept of Organizational Effectiveness,
- 1.2 Dimensions of Organizational Effectiveness,
- 1.3 Objectives of Organizational Effectiveness,
- 1.4 Various approaches to Organizational Effectiveness

Unit 2: Introduction to Organizational Change

- 2.1 Concept of change and Organizational Change,
- 2.2 Different types of change,
- 2.3 Need for change,
- 2.4 Levers of change,
- 2.5 Environmental perspective, Open System Planning model,

Unit 3: The Change process

- 3.1 Lewin's Perspective and other models

Unit 4: Managing change

- 4.1 Various Change Management models, The change process

Unit 5: Organization Development

- 5.1 Concept of Organization Development,
- 5.2 OD process: Diagnostic activities, action planning, stabilization

Unit 6: Different OD interventions for organizational effectiveness

- 6.1 Strategic Interventions,
- 6.2 Techno-structural Interventions,
- 6.3 Human process Interventions,
- 6.4 Human Resource Management Interventions.
- 6.4 OD Practices in Indian organization
- 6.5 Case study

Text Books:

1. French, W.L. & Bell, C.H: Organizational Development, Behavioral Science Intervention for Organisation Improvement, Prentice Hall, New Delhi, 2009

References:

1. Thornbill, A: Managing Change, Pearson Education, New Delhi, 2008
2. K. Harigopal: Management of Organisational Change, Response Books, New Delhi, 2006
3. Cummings, T. G. and Worley, C. G.: Organization Development and Change, Thomson Southwestern, Singapore, 7th edition, 2013