

Name of the Subject: CHANGE MANAGEMENT AND ORGANIZATIONAL DEVELOPMENT

Course Code and Subject Code: HS 333, CMOD

Course Credit: FULL (50 SESSIONS OF 60 MINUTES EACH)

Course Description:

This course is designed to teach and assist students in understanding the strategies and techniques of OD and moves from the more basic elements to more complex. The five important parts wherein they will have an idea are: Anticipating Change, Understanding the OD process, Developing Excellence in individual, Developing High performance in Teams, and Developing Success in organizations.

Evaluation Scheme:

Class participation and Attendance	10%
Quizzes, presentation and Assignments	20%
Mid Term Examination	30%
End Term (University) Examination	40%

Pedagogy:

- Lectures
- Case Study
- Minor Projects

Sessions	Course Content	Approx Percentile Weightage
1-9	Organization development and Reinventing the Organization Organizational renewal and Challenge of	15%
10-20	Change of the Organizational Culture OD Practitioner Role, Styles, Diagnostic Process Overcoming Resistance to Change	15%

21-23	Process Intervention Skills Strategies for OD Intervention	10%
24-26	Empowerment and Interpersonal Intervention Interventions for Team Development	5%
27-32	Goal Setting for effectiveness organizations Work team development	10%
33-35	High Performing Systems	5%
36-40	Learning Organizations Organizational Transformation	10%
41-45	Strategic change Management	20%
45-50	Changing the culture OD for Future	10%

Text Book:

1. Industrial Relations And Labour Laws, B.D.Singh, Excel
2. Labour and Industrial Laws, P.K.Padhi, PHI

Reference Books:

1. Industrial Relations- Conceptual & legal framework, A M Sarma, Himalaya Publication
2. Industrial Relations and Labour Laws, S C Srivastava, Vikas Publishing House Pvt Ltd
Delhi
3. Industrial Relation, C.S.Venkataratnam, Oxford 2006 Edition
4. Dynamics of Industrial Relation, C.B.Mamoria, Himalaya Publication