

Organizational Change and OD Intervention Strategies

Course Contents :

Concept of Managing Change-The Process of Organizational Change, factors Influencing Organizational Change, Organizational Culture and Change, Managing Resistance to Change, Effective Implementation of Change.

Diagnosis and Intervention – Organizational Diagnosis- an Overview, Diagnosis Methods, Interventions in Organizational Change, Evaluation of Organizational Change Programme.

Models of Organisational Change- Some Models of Change, Causes of Failure of Changes, Organizational Change and Process Consultation, Managers and the change, Internal and External Agents of change.

Organizational development- Overview of the Organizational Development, Definition , Values, assumptions and Benefits of Organizational Development.

Theory and Management of Organizational Development – Foundations of Organizational development, Managing Organizational Development Process.

Organizational Interventions – An Overview, Team Interventions, Inter Group and third Party Peacemaking Interventions, Comprehensive Interventions , Training Experiences.

Key Considerations and Issues – Ethical Standards in Organizational Development, the Future of Organizational development.

SUGGESTED READINGS:

- (1) Uma Sekren - Organizational Behaviour
- (2) French and Bell - Organizational development
- (3) Stephen Robbins - Organizational Behaviour