



Dr. V. N. Bedekar Institute of Management, Thane
Teaching Plan (MMS)
Academic Year (2018-2019)

Programme Name: MMS

Semester: IV

Name of the subject: ORGANISATIONAL DEVELOPMENT AND CHANGE MANAGEMENT

Maximum marks:

No. of Sessions:

Name of the Faculty: PRAVIN NARANG

Mobile No: 9322876183

Email: pnarang@vpmthane.org

Weblink:

Learning Objectives:

Why organisations need to change, and how is change brought on
What are the processes used for organisation change
Techniques to bring about positive and beneficial changes in organisations
Gaining a thorough understanding of Organisational Development

Reference Books:

1. Change Management by Andrew Pettigrew and Richard Whipp Infinity Books
2. Organisational Change and Development – Dipak Kumar Bhattacharya – Oxford Publications



Dr. V. N. Bedekar Institute of Management, Thane
Teaching Plan (MMS)
Academic Year (2018-2019)

Plan:

Session No	Topics to be covered	Books referred/ Recommended/ References-Print/Articles/ News/Research papers/ Online database/ Software /Simulations used	Learning outcomes	Evaluation of Students understanding by MCQs, Quiz, Short Test
1	Introduction to change management	Change Management by Andrew Pettigrew and Richard Whipp Infinity Books	Understanding Change Management	MCQs
2	Circumstances causing organisations to change. Factors which promote change.	Organisational Change and Development – Dipak Kumar Bhattacharya – Oxford Publications	Understanding Change Management	Quiz
3	Creative techniques which help in finding solutions to current problems	Change Management by Andrew Pettigrew and Richard Whipp Infinity Books	Gaining an understanding of creativity	MCQs
4	The Internal Environment –	Organisational Change and Development –	Understanding	Quiz



Dr. V. N. Bedekar Institute of Management, Thane
Teaching Plan (MMS)
Academic Year (2018-2019)

	Orchestrating Structure, Systems and Resources	Dipak Kumar Bhattacharya – Oxford Publications	how environment affects organisations	
5	The Balanced Score Card – Value Creation and Performance management.	Change Management by Andrew Pettigrew and Richard Whipp Infinity Books	Balance score card	MCQs
6	Organizational Structure – work specifications, departmentalization, chain of command, span of control, centralization and decentralization	Organisational Change and Development – Dipak Kumar Bhattacharya – Oxford Publications	Organizational Structure	Quiz
7	Organizational culture, Different Perspectives of Organizational culture, Management of Organizational culture. Culture	Change Management by Andrew Pettigrew and Richard Whipp Infinity Books	Organizational Structure	MCQs



Dr. V. N. Bedekar Institute of Management, Thane
Teaching Plan (MMS)
Academic Year (2018-2019)

	as an important ingredient of Organizational Creativity. Norms that promote Implementation.			
8	Kotter's 8-step change management model	Organisational Change and Development – Dipak Kumar Bhattacharya – Oxford Publications	Change management	Quiz
9	Corporate Strategy, Organizational Size and Environmental uncertainty.	Change Management by Andrew Pettigrew and Richard Whipp Infinity Books	Corporate Strategy	Quiz
10	Introduction to the concept of OD	Organisational Change and Development – Dipak Kumar Bhattacharya – Oxford Publications	concept of OD	MCQs
11	Approaches to OD - Systems Approach, Action Research	Change Management by Andrew Pettigrew and Richard Whipp Infinity Books	Various approaches to OD	Quiz
12	Monitoring Change in Organizations Fundamentals of monitoring change, steps of measuring change, methodologies for measuring	Organisational Change and Development – Dipak Kumar Bhattacharya – Oxford Publications	Various approaches to monitoring change	Quiz



Dr. V. N. Bedekar Institute of Management, Thane
Teaching Plan (MMS)
Academic Year (2018-2019)

	change			
13	Latest trends in OD and Change Management	Change Management by Andrew Pettigrew and Richard Whipp Infinity Books	Linking OD with change management	Short Test
14	Presentations	Change Management by Andrew Pettigrew and Richard Whipp Infinity Books	Presentations	Presentations
15				

Practical Approach: Other activities

Sr. No.	Activity Name	Topic Covered	Learning outcomes	Source
1	Role Play	Change Management and Organisational Development	Awareness and better understanding of the concepts	
2	Industry Visit			
3	Academic Projects			
4	Book Review			
5	Group Discussion			
6	Business Quiz / Business News sharing			



Dr. V. N. Bedekar Institute of Management, Thane
Teaching Plan (MMS)
Academic Year (2018-2019)

7	Videos / Simulation			
8	Use of Softwares and Labs			
9	Any other activity			

Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences: -

Use of ICT for effective teaching with Learning Management Systems (LMS), E-Learning resources etc.: -

Innovation and Creativity in teaching- learning: -



Dr. V. N. Bedekar Institute of Management, Thane
Teaching Plan (MMS)
Academic Year (2018-2019)

Suggestions (if any) to students on subject related Certificate/Diploma or Add-on program: -



Dr. V. N. Bedekar Institute of Management, Thane
Teaching Plan (MMS)
Academic Year (2018-2019)

Evaluation:

Internal:

Component	Details	Marks
Class Test	Internal Test	20
Presentation	Students Presentation on the given topic	10
Case Study		
Participation	Students Participation	5
Others	Attendance	5

Signature of the Faculty

Signature of the Co-ordinator



Dr. V. N. Bedekar Institute of Management, Thane
Teaching Plan (MMS)
Academic Year (2018-2019)

Signature of Faculty

Signature of the Co-ordinator