



Dr. V. N. Bedekar Institute of Management, Thane
Teaching Plan (MMS/PGDM)
Academic Year (2017-2018)

Programme Name: MMS

Semester: IV

Name of the subject: OD & Change Management

Maximum marks: 100

No. of Sessions:13

Name of the Faculty: Prof Kanchan Akshay

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Weblink:

Learning Objectives:

- 1) To understand Change Management in the organization.
 - 2) To understand the process of Change management and its effects on Culture and structure of the Organization.
 - 3) To study the various models of OD.
 - 4) To understand various strategies for OD
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Reference Books:

- 1) Cummings, Thomas G, Worley, Christopher G. Essentials of Organizational Development and Change
- 2) Organisational Change and Development – Dipak Kumar Bhattacharya – Oxford Publications



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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 | Organizational Change. Definition & Key Dimensions, Factors that Promote Change | Cummings, Thomas G, Worley, Christopher G. Essentials of Organizational Development and Change | To understand the basics of Change Management. | Class activity |
| 2 | The Internal Environment – Orchestrating Structure, Systems and Resources; | Cummings, Thomas G, Worley, Christopher G. Essentials of Organizational Development and Change | To understand the Impact of change on internal environment and management of the internal environment to make it conducive to change | Class Activity |
| 3 | Organizational culture, Different Perspectives of Organizational culture, Can we manage Organizational culture? Culture as an important ingredient of Organizational Creativity | Organisational Change and Development – Dipak Kumar Bhattacharya – Oxford Publications | To Understand the role of organizational culture and its impact on change management | Class Activity |
| 4 | Creativity & Innovation, Theories of Innovation and Levels & Types of | Organisational Change and Development – Dipak Kumar Bhattacharya – Oxford Publications | To Understand how creativity affects change | Class Activity |



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| | Innovation | | | |
| 5 | Organization Change and Leadership | Organisational Change and Development – Dipak Kumar Bhattacharya – Oxford Publications | To understand the role of Leadership during the process of change | Class Activity |
| 6 | Internal Class Test | - | | |
| 7 | Monitoring Change in Organizations Fundamentals of monitoring change, steps of measuring change, methodologies for measuring change | Organisational Change and Development – Dipak Kumar Bhattacharya – Oxford Publications | Introduction to methods of monitoring change | Class Activity |
| 8 | Introduction to OD & various OD Models | Cummings, Thomas G, Worley, Christopher G. Essentials of Organizational Development and Change | Introduction to the concept of OD | Class Activity |
| 9 | Approaches to OD - Systems Approach, Action Research | Cummings, Thomas G, Worley, Christopher G. Essentials of Organizational Development and Change | Study of different approaches to OD | Class Activity |
| 10 | Organization Diagnosis & Diagnostic Data Collection & Analysis including Climate | Cummings, Thomas G, Worley, Christopher G. Essentials of Organizational Development and Change | Understanding diagnosis, different diagnostic models and methods of data collection and analysis Study of different types of OD interventions | Class Activity |
| 11 | Latest trends in OD and Change Management | HBR articles | Study of latest trends in OD and change management | Group Discussion |
| 12 | Case study & Presentations | | | |
| 13 | Internal Test & Presentations | | | |



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2. Practical Approach : Other activities (Atleast 4 distinct activities)

| Sr. No. | Activity Name | Topic Coverd | Learning outcomes | Source |
|----------------|----------------------|-----------------------------------|--------------------------|---------------|
| 1 | Role Play | Creativity in Change Management | | |
| 2 | Academic Projects | Leadership in Change Management | | |
| 3 | Book Review | Organization Development & Change | | |
| 4 | Group Discussion | Recent Trends in OD & CM | | |
| 5 | Any other activity | Case Studies | | |



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Evaluation:

I) Internal:

| Component | Details | Marks |
|------------------|--|--------------|
| Class Test | 2 Internal Class Test | 20 |
| Presentation | Book Review as a part of Presentation | 10 |
| Case Study | 4 case study discussions during lectures | 05 |
| Participation | Attendance & Participation | 05 |
| Others | | |

Signature of Faculty

Signature of the Co-ordinator