

Programme: PGDM Trimester: 4 Period: July'19 – Sept'19

Course Code: PGDM-01-E-C01

Name of the subject: ORGANISATION CHANGE AND OD INTERVENTION

Maximum marks: 100 (60+40) No. of Sessions:10 (3 hrs each)

Name of the Faculty: PRAVIN NARANG

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Program Outcomes (PO)	Course Outcomes (CO)
1. Understanding of all aspects of HR	1. Analyse the process of Change
2. Competence to handle HR function	management and its effects on Culture and
3. Knowledge of strategic role of HR	structure of the Organization
	2. Apply various models of OD
	3. Apply various strategies for OD

Reference Books:

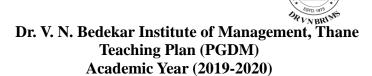
- 1. Organisational Change and Development-D. K. Bhattacharya Oxford Publications
- 2. Change Management by Andrew Pettigrew and Richard Whipp Infinity Books
- 3. French and Bell Organisation Development

A. Plan:

Session No.	PI. Date	Topic	Ref. Study Material	Course Outcomes
1		Introduction to change	Change Management	Gaining an
		management	by Andrew Pettigrew	Understanding of
			and Richard Whipp	Change Management
2		Circumstances causing	Change Management	Thorough understanding of why
		organisations to change. Factors	by Andrew Pettigrew	and when organisations need to
		which promote change	and Richard Whipp	change
3		Kotter's Model of change Management	Change Management by Andrew Pettigrew and Richard Whipp	Understanding thoroughly Kotter's 8- step model of managing change in organisations
4		Internal Test. How organisation's culture is related to the change management process	French and Bell – Organisation Development	Knowledge of how cultural issues affect change managemrent in organisations

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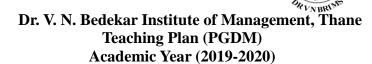
5	How to handle downsizing	· · · · · · · · · · · · · · · · · · ·	How to devise and
	How to handle downsizing. Interventions in Organisational	Organisation al Change	critically evaluate an
	change. Evaluation of an organisational change program	and	organisational change
	organisational change program	Development –D. K.	plan
		Bhattacharya	
		- Oxford	
		Publications	
6	Causes of Failure of changes,	Organisation	Students should be
	Internal and External agents of	al Change	able to become
	change	and	change agents in an
		Development –D. K.	organisation. They should also know
		Bhattacharya	when and how to seek
		- Oxford	assistance of external
		Publications	change agents.
7	Internal Test. Overview of	French and	Students must have
	Organisational Development.	Bell -	an overview of
		Organisation	organisation
8	Overview of Organisational	Development French and	development process. Students should have
	Development. Assumptions and	Bell -	a thorough
	benefits of organisational	Organisation	understanding of the
	development	Development	benefits of
	·	-	organisation
_			development
9	Management of the organizational	French and	Students must
	Development process. Intergroup	Bell -	develop the ability to
	and Third Party Peacemaking Interventions. Comprehensive	Organisation Development	manage the organisational
	interventions.	Development	development process.
	mice. Vericionis.		Wherever required,
			students should also
			be able to ensure that
			the right people
			intervene at the right
10	Ethical issues in organicational	French and	time. Students must have
10	Ethical issues in organisational development.	Bell -	an appreciation of the
	Future of organisational	Organisation	ethical issues involved
	development	Development	in organisational
	·	•	development.



B. Practical Approach: Other activities

Sr. No.	Activity Name	Topic Covered	Learning outcomes	Source
1	Case study (current affairs)			
2	Academic Projects			
3	Group Discussion			
4	Role Play			
5	Industry Visit			
6	Business Quiz / Business News sharing			
7	Videos / Simulation			
8	Use of Software and Labs			
9	Any other activity			

X. Innovative pedagogy adopted:



Prepared by: Faculty	Reviewed by: Specialisation	Approved by: ADC
Date:	Date	Date

A. Execution:

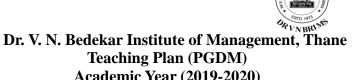
Session No.	Actual Date	Topic Covered	Attendance %	Evaluation Method	Case Study Ref.	Quiz Ref.	CR Sign

B. Evaluation:

Component	Details	Marks
Presentations & Viva	Mandatory	5+5
Class Test (2 for PGDM)	Mandatory (MCQ, Descriptive,. Etc)	20
Assignments / Others	Mandatory	5
Participation/Attendance	Mandatory	5
Final Exam	Mandatory	60

C. Student Performance Analysis:

	Avg. Attendance	Avg. Internal Marks	% Failed in Internals	Avg. Final Marks	% Failed in Final	No. of best students > 80%	No. of students needs improvement
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Academic Tear (2019-2020)										

D. Attainment:

	CO1	CO2	CO3	
PO1				
PO1 PO2 PO3				
PO3				

Comments / Suggestions / Recommendations:

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

Signature of Faculty

Signature of the Co-ordinator / ADC