



Dr. V. N. Bedekar Institute of Management Studies, Thane
Teaching Learning Plan - MMS
Academic Year: 2020-2021

Programme: MMS Semester: IV Specialisation: HR Period: Jan 2021 – Mar 2021
Course Code: MMS-XX-XX-X-XX
Name of the subject: Organization Development & Change Management
Maximum marks: 100 (60+40) No. of Sessions: 13 (Total 40 hrs)
Name of the Faculty: Prof Kanchan Akshay
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Program Outcomes (PO)	Course Outcomes (CO)
<ol style="list-style-type: none">1. Nurture leadership skills, team-membership skills and mutual trust.2. Demonstrate decision-making ability.3. Ability to develop culture of technology-usage.4. Inculcate social sensitivity among students.5. Integrate and apply business knowledge and management techniques for problem-solving / analytical skills.	<ol style="list-style-type: none">1. To understand various dimensions of change and develop their interconnections with businesses.2. To analyse organizations holistically using various OD Interventions.3. To understand how to create powerful teams to collaborate and guide change.4. To apply the realistic change management strategy.

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

A. Plan:

Sess ion No.	Planned Date	Topic	Ref. Study Material	Course Outcomes
1	8/01/21	Introduction to Organizational Change. Theories Definition & Key Dimensions, Factors that Promote Change	Chapter 2 Organisational Change and Development – Dipak Kumar Bhattacharya	To understand why change takes place in an organization and why is it important.
2	15/01/21	The Internal Environment – Orchestrating Structure, Systems and Resources; The Balanced Score Card – Value Creation and Performance management.	Chapter 1 Organisational Change and Development – Dipak Kumar Bhattacharya	To understand the impact of change on internal environment and management of the internal environment to make it conducive to change
3	22/01/21	Organizational Structure – work	Chapter 3	To understand the impact



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		specifications, departmentalization, chain of command, span of control, centralization and decentralization, Formalization. Situational factors– Corporate Strategy, Organizational Size and Environmental uncertainty	Organisational Change and Development – Dipak Kumar Bhattacharya	of change on structure and manage the strategies accordingly.
4	29/01/21	Organizational culture, Different Perspectives of Organizational culture, Can we manage Organizational culture? Culture as an important ingredient of Organizational Change	Chapter 10 Organisational Change and Development – Dipak Kumar Bhattacharya	To Understand the role of organizational culture and its impact on change Management.
5	5/02/21	Monitoring Change in Organizations Fundamentals of monitoring change, steps of measuring change, methodologies for measuring change	Chapter 5 Organisational Change and Development – Dipak Kumar Bhattacharya	To understand various methods and strategies for change management.
6	12/02/21	Class activity and Internal Test		
7	19/02/21	OD- Introduction, Definitions, underlying assumptions and values of Organization Development	Chapter 13 Organisational Change and Development – Dipak Kumar Bhattacharya	Introduction to OD and how it impacts organizations.
8	26/02/21	Approaches to OD - Systems Approach, Action Research	Chapter 15 Organisational Change and Development – Dipak Kumar Bhattacharya	To study different approaches to OD
9	5/03/21	Organization Diagnosis & Diagnostic Data Collection & Analysis including Climate Understanding Organizational Roles	Chapter 14 Organisational Change and Development – Dipak Kumar Bhattacharya	Understanding diagnosis, different diagnostic models and methods of data collection and analysis
10	12/03/21	OD Interventions: Large, Systems, Groups and Individual	Chapter 20 Organisational Change and Development – Dipak Kumar Bhattacharya	Study of different types of OD interventions
11	19/03/21	Latest trends in OD and Change Management	Chapter 16 Organisational	To understand trends at global level.



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			Change and Development – Dipak Kumar Bhattacharya	
12	26/03/21	Knowledge Management & Change	Chapter 17 Organisational Change and Development – Dipak Kumar Bhattacharya	To learn the best practices organizations, adopt for Knowledge Management.
13	2/03/21	Internal Test & Presentations		

B. Practical Approach: Other activities

Sr. No.	Activity Name	Topic Covered	Learning Outcome	Source
1	Case study	Organization Culture, Knowledge Management , Change Management		HBR, Human Capital
2	Academic Projects			
3	Group Discussion	Trends in Change Management		Company Trends
4	Role Play			
5	Industry Visit			
6	Business Quiz / Business News sharing	End of every session		MCQ's made from syllabus
7	Videos / Simulation	Documentary on Change Management		Youtube
8	Use of Software and Labs			
9	Any other activity			



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C. Innovative Pedagogy adopted: The teaching pedagogy would be discussion method sharing more of case studies and situational analysis thus enhancing the thinking ability among students.

D. Industrial sector focused through the course:

- i) IT
- ii) Banking & Finance
- iii) E-commerce

E. Types of job profile available in the sector:

- i) OD/ Change Management Consultant
- ii) Compliance and Change Management Lead
- iii) Change Analyst/ Sr. Executive Change Management & Communication

F. Skill sets for the given job profiles as learning outcomes of the course:

- i) Collaboration with Teams, developing feedback channels, Building communication and internal change strategy
- ii) Effective strategic planning tools, Team Building exercises, employee engagement, diagnose organizational problems
- iii) Critical thinking, problem solving, digital literacy, Data Management.

Prepared by: Prof Kanchan A

Faculty

Date: 5th Jan 2021

Approved by:

Specialisation Head

Date:

A. Execution:



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

B. Evaluation:

Component	Details	Marks
Presentations	Mandatory	10
Class Tests	Mandatory (MCQ, Descriptive, etc)	20
Attendance & Active Participation	Mandatory	5
Overall Conduct	Mandatory	5
Final Exam	Mandatory	60

Comments / Suggestions / Recommendations:

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

Signature of Faculty

Signature of Co-ordinator