



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

Programme Name: PGDM

Term: I

Name of the subject: Organizational Change & OD Interventions

Maximum marks: 100

No. of Sessions: 10

Name of the Faculty: Prof. Kanchan Akshay

Mobile No: 9821681550

Email: akanchan@vpmthane.org

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	Concept of Managing Change- The Process of Organizational Change, factors Influencing Organizational Change, Organizational Culture and Change,	Cummings, Thomas G, Worley, Christopher G. Essentials of Organizational Development and Change	To understand the basics of Change Management and its effects on the culture of the organization	Class activity
2	Managing Change- Managing Resistance to Change, Effective Implementation of Change.	Cummings, Thomas G, Worley, Christopher G. Essentials of Organizational Development and Change	To understand the strategies to manage resistance to change and implement change effectively	Class activity
3	Diagnosis & Intervention-	Cummings, Thomas G, Worley, Christopher G. Essentials of	To understand and evalu-	Class Activity



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	Organizational Diagnosis- an Overview, Diagnosis Methods, Interventions in Organizational Change, Evaluation of Organizational Change Programme.	Organizational Development and Change	ate the process of change	
4	Models of 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.	Cummings, Thomas G, Worley, Christopher G. Essentials of Organizational Development and Change	To understand the reasons why change fails and role of change agents.	Case Study
5	Internal Class Test	-	-	-
6	Introduction to OD- Overview of the Organizational Development, Definition , Values, Assumptions and Benefits of Organizational Development.	Cummings, Thomas G, Worley, Christopher G. Essentials of Organizational Development and Change	Introduction to the concept of OD	Class Activity
7	Management of OD- Foundations of Organizational development, Managing	Organisational Change and Development – Dipak Kumar Bhattacharya – Oxford Publications	To understand the process of development	Class Activity



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	Organisational Development Process.			
8	OD Interventions- Overview, Team Interventions, Inter Group and third Party Peacemaking Interventions, Comprehensive Interventions , Training Experiences.	Organisational Change and Development – Dipak Kumar Bhattacharya – Oxford Publications	To understand the various diagnostic models and interventions	Case Study
9	Issues in OD- Ethical Standards in Organizational Development, the Future Of Organizational development.	Organisational Change and Development – Dipak Kumar Bhattacharya – Oxford Publications	To understand the future of OD	Case Study
10	Class Presentations and Internal Test	-	-	-

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

Sr. No.	Activity Name	Topic Covered	Learning outcomes	Source
1	Role Play	Managing Change		
2	Academic Projects	To design a change process for the organization		
3	Group Discussion	Future of OD		
4	Any other activity	Case Study & Classroom		



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Evaluation:

D) Internal:

Component	Details	Marks
Class Test	2 internal class tests would be conducted	20
Presentation	Design a process of Change for an Organization	10
Case Study	3 case studies would be discussed	5
Participation	Attendance & Class participation	5
Others		

Signature of Faculty

Signature of the Co-ordinator