



Program	Master of Business Administration (MBA)	Semester - 3
Type of Course	Major	
Prerequisite		
Rationale	-	
Effective From A.Y.	2024-25	

Teaching Scheme (Contact Hours)				Examination Scheme				
Lecture	Tutorial	Lab	Credit	Theory Marks		Practical Marks		Total Marks
				T	T	P	P	
4	-	-	4	50	30	-	-	150

SEE - Semester End Examination, T - Internal Theory, P - Internal Practical

Course Content		T - Teaching Hours W - Weightage	
Sr.	Topics	T	W
1	Organizational Change <ul style="list-style-type: none"> • Introduction, Importance & imperative of change • Forces of change, types of change • Types of planned and unplanned change, • Models of change. • Organizational renewal • The challenge of change • Change and its impact Operational effect, psychological effect, social effect; • People reactions to change. • Changing the organizational culture Resistance to change: • Lifecycle to resistance to change • Resistance model of change • Driving forces and restraining forces blocking change • Overcoming and minimizing resistance to change. 	15	25
2	Organizational development <ul style="list-style-type: none"> • Introduction, concept, characteristics, Need. • Evolution of OD, OD Assumptions & Values. • OD Models . 5 stage model of OD . • Action Research model of OD & its features . • Appreciative Inquiry model OD practitioners. • Role and style of OD practitioners • Formation of Practitioner and client relationship. • Relationship modes, issues in relationship, Diagnosis. • Process, models and skills required. • Methods of obtaining diagnosis information. • Process Intervention Skills. • Process interventions. • Group process. • Types of process interventions. • Results of process interventions. 	15	25
3	OD Interventions	15	25



Course Content		T - Teaching Hours W - Weightage	
Sr.	Topics	T	W
	<ul style="list-style-type: none"> • Definitions • Strategies for OD Intervention • Basic Strategies to change. • Integration of change strategies. • Stream analysis. Selecting OD interventions. • Major OD intervention techniques. • OD personal & Interpersonal Interventions • Empowering the individuals and employees • Laboratory learning • Interpersonal styles • Career Life Planning Interventions • Team development Interventions • Organizing around teams • Need for team development • Team development process • Outdoor experiential laboratory training • Role negotiation, role analysis • Intergroup Development & work team development interventions • Changing relationships • Collaboration and conflict • Intergroup problems • Managing conflicts of various levels • Continuous improvement process • Job design • TQM –eight pillars of TQM and Self- Managed Work Teams 		
4	OD Interventions <ul style="list-style-type: none"> • High Performing Teams and Learning Organizations • System-wide interventions • Survey Research and feedback • Learning organizations • Reengineering • System-4 management • High performing systems • Grid-OD program • Third wave Organizations OD. • Organizational Transformation and Strategic Management • Strategy and transformation • Organizational transformation • Role of culture • Strategic change management • Changing the culture • Power, politics and ethics in OD • Organizations for the future • Monitoring and stabilizing action programs • Emerging issues and values • Future trends in OD. 	15	23
Total		60	98



Suggested Distribution Of Theory Marks Using Bloom's Taxonomy

Level	Remembrance	Understanding	Evaluate	Create
Weightage	25	25	25	25

NOTE : This specification table shall be treated as a general guideline for the students and the teachers. The actual distribution of marks in the question paper may vary slightly from above table.

Course Outcomes

At the end of this course, students will be able to:

CO1	Comprehensive Understanding of Change Dynamics
CO2	Effective Management of Resistance to Change
CO3	Proficiency in Organizational Development Strategies
CO4	Strategic and Ethical Leadership in Organizational Transformation

CO PO Mapping

CO	CO - 1	CO - 2	CO - 3	CO - 4
PO - 1	3	2	1	3
PO - 2	2	2	1	3
PO - 3	1	1	3	2
PO - 4	1	2	3	2
PO - 5	0	3	2	3

Reference Books

1.	An experiential Approach to Organization Development (TextBook) By Donald R. Brown Pearson Latest
2.	Organization Change & Development By Kavita Singh Excel Books Publication Latest Edition
3.	Organization Development and Change By Thomas G. Cummings, Christopher G. Worley n Cengage Publication Latest Edition
4.	Organization Development: Behavioral Science Interventions for Organizations By Wendell French, Cecil Bell Pearson latest