

EMO 103 Organisational Development and Change Management 2 Credits

Prerequisites for the course	A core course in Human Resource Management	
Objective	To create an awareness of change management practices and Organisational Development.	
Contents	Planned Organisational Change- Organisational Change Management (OCM): Understanding Organizational Transformation; Transformation Strategies; Process models and techniques of managing change; OCM Framework; Resistance to change; Change Agents; Evaluating Change; Role of Leadership; Role of Training	8 hours
	Organizational Learning and Learning Organization ; Organisation Culture; Learning orientation of organisations and Individuals; Organizational effectiveness;	4 hours
	Foundations of Organisational Development (OD) The OD Consultant: Role, Skills and Dilemmas Entry and Contract, Organisational Diagnosis – Methods of Diagnosis; Feedback and OD;	4 hours
	OD Interventions: Individual and Interpersonal Interventions; Team / Group Interventions; Intergroup Interventions; Comprehensive Interventions; Success and Failure of OD; Future of OD & New Perspectives	8 hours
Pedagogy	lectures/ tutorials/laboratory work/ field work/ outreach activities/ project work/ vocational training/viva/ seminars/ term papers/assignments/ presentations/ self-study/ Case Studies etc. or a combination of some of these. Sessions shall be interactive in nature to enable peer group learning.	
References/Readings.	<ol style="list-style-type: none">1. French & Bell, 'Organisational Development', Sage Publishing, latest edition.2. M C Judge & L Holbeche, 'Organization Development', Kogan Page, latest edition.3. S Allcorn, 'Organizational Dynamics and Intervention – Tools for changing workplace' , Prentice Hall India, latest edition.4. T.V Rao, 'The Handbook for Development Action Plans', TVRLS publications, latest edition.	
<u>Learning Outcomes</u>	<ol style="list-style-type: none">1. An ability to use Change Management techniques2. An ability to identify skills required in an OD consultant	