

Name of the course	Organizational Development
Course Code	443
Semester	VII
Credit Hours	3
Prerequisite	Human Resource Management, Organizational Behaviour
Learning outcomes	<p>On completion of this course, the students will be able to:</p> <ol style="list-style-type: none"> 1. Understand of organization development theories and concepts. 2. Apply the theories and concepts to their own experiences, observations and future involvement in change processes. 3. Understand the dynamics of the change process and resistance to change in organizations. 4. Know range of organization development interventions and techniques.
Contents	<p>Unit-1 Introduction to Organization Development (OD)</p> <ol style="list-style-type: none"> 1.1 OD defined 1.2 Growth and relevance of OD 1.3 Short history of OD 1.4 Evolution of OD <p>Unit-2 The Nature of Planned Change</p> <p>Unit-3 The Organization Development Practices</p> <p>Unit-4 Entering and Contracting</p> <ol style="list-style-type: none"> 4.1 Entering an OD Relationship 4.2 Elements of Contracting <p>Unit-5 Unit Diagnosing Organizations</p> <ol style="list-style-type: none"> 5.1 Need for Diagnosis 5.2 Diagnostic Models 5.3 Open Systems Model <p>Unit-6 Diagnosing Groups and Jobs</p> <ol style="list-style-type: none"> 6.1 Group Level Diagnosis 6.2 Individual Level Diagnosis 6.3 The Diagnostic Relationship <p>Unit-7 Collecting and Analyzing Data</p> <ol style="list-style-type: none"> 7.1 Techniques for Analyzing Data

	<p>Unit-8 Unit Feeding Back Diagnostic Data</p> <p>8.1 Determining the Content of the Feedback</p> <p>8.2 Characteristics of the Feedback Process</p> <p>8.3 Survey Feedback</p> <p>8.4 Determining Next Steps</p> <p>Unit-9 Unit Designing Interventions</p> <p>Unit-10 Unit Leading and Managing Change</p> <p>Unit-11 Interpersonal and Group Process Approach;</p> <p>Unit-12 Organization Process Approach</p> <p>12.1 Process Consultation</p> <p>12.2 Team Building</p> <p>12.3 Appreciative Inquiry</p> <p>12.4 Large Group Interventions</p> <p>12.5 Organization Conflict Meeting</p> <p>12.6 Intergroup Relations Interventions</p> <p>Unit-13 Redesigning Organization</p> <p>Unit-14 Employee Involvement</p> <p>Unit-15 Work Design</p> <p>Unit-16 Performance Management</p> <p>Unit-17 Developing and Assisting Members</p> <p>Unit- 18 Strategic Change Interventions</p> <p>Unit-19 Competitive and Collaborative Strategies</p> <p>Unit-20 Organizational Transformation</p> <p>Unit-21 Psychologically Health Workplace</p> <p>Unit-22 Unit Organizational Development in Global Settings</p>
Teaching & Learning Strategies	A combination of lecturing, presentations, and discussions will be used to conduct the course. Students will be expected to read extensively ahead of each class session and actively participate in discussions and practical work.
Assignment	Written assignment (10 marks), presentation (5 marks) and Quiz (10 marks)
Suggested Readings	<p>Anderson, D. L. (2019). <i>Organization development: The process of leading organizational change</i>. SAGE Publications.</p> <p>Church, A. H. (2017). The art and science of evaluating organization development interventions. <i>Organization Development Practitioner</i>, 49(2), 26-35.</p> <p>Cummings, T. G., & Worley, C. G. (2018). <i>Organization development and change</i> (10th ed.). Cengage learning.</p> <p>Huffington, C. (2018). <i>A manual of organizational development: The psychology of change</i>. Routledge.</p> <p>Smither, R., Houston, J., & McIntire, S. (2016). <i>Organization development: Strategies for changing environments</i>. Routledge.</p>

Assessment and Examinations

Sr. #	Elements	Weightage	Details
1	Midterm Assessment	35%	Written test (at the mid-point of the semester)
2	Formative Assessment	25%	Assignment, presentation and quiz
3	Final Assessment	40%	Written test (at the end of the semester)