

Name of College: S. R. Luthra Institute of Management								
Faculty	Management			Program	Master of Business Administration (M.B.A.)			
Year	II			Version	1.0			
Semester	3			Effective From	June 2024			
Course Code	MGMB15301	Course Name		Change Management & Organization Development (CMOD)				
Teaching Scheme								
				Examination Scheme				
Credits	Lecture (L)	Tutorial (T)	Practical (P)	ME	CE	SE	V	Total
4	4	0	0	30	40	50	---	120

Course Outcomes:

CO1	<i>Examine</i> the various aspects of change management
CO2	<i>Explain</i> the role of Organizational Development in line with the need of change and renewal
CO3	<i>Recommend</i> appropriate diagnosis tools or models to organization for OD
CO4	<i>Evaluate</i> various OD Interventions
CO5	<i>Design</i> interventions for organizational change and development
CO6	<i>Develop</i> diagnostic and intervention competence for initiating and facilitating change in organizations

Mapping Course Outcomes to Program Outcomes:

	PO1	PO2	PO3	PO4	PO5	PO6
CO1	3	2	3	2	2	2
CO2	3	3	2	1	2	3
CO3	2	3	3	2	2	3
CO4	2	3	2	2	2	2
CO5	2	2	3	3	2	1
CO6	2	3	3	2	2	3



Sr. No	Module	Description	CO	Marks	Hours
1	I	Introduction to Change Management <ul style="list-style-type: none"> • Meaning, Nature of Organizational Change • Forces of Change • Models of Change • Types of Change • Organizational Culture & Change • Change and its Impact 	1, 6	13	10
		Resistance to Change <ul style="list-style-type: none"> • Lifecycle to resistance to change • Resistance model of change • Driving forces and restraining forces of change • Overcoming and minimizing resistance to change 			
2	II	Introduction to Organizational Development <ul style="list-style-type: none"> • Meaning & Characteristics • Evolution of OD • Values, Assumptions and Beliefs in OD • OD Models 	2, 3, 6	15	10
		OD Practitioners <ul style="list-style-type: none"> • Who does Organization Development – Meaning, Advantages & Disadvantages • OD Practitioner Styles and skills • Forming the Practitioner-Client Relationship 			
		Diagnostic Strategies <ul style="list-style-type: none"> • Meaning • Process • Models 			
3	III	OD Interventions <ul style="list-style-type: none"> • Meaning • Overview of OD Intervention Techniques 	4, 5, 6	12	10
		OD Personal & Interpersonal Interventions <ul style="list-style-type: none"> • Employee Empowerment • Laboratory Learning • Transactional Analysis • Career Life Planning Interventions 			
		Team Development Interventions <ul style="list-style-type: none"> • Formal Group Diagnostic Meeting • Role Analysis Technique • Continuous Improvement Process • Self-Managed Work Teams • Process Consultation 			

4	IV	Structural Interventions <ul style="list-style-type: none"> • Job Design • Quality of Work Life • Quality Circles • MBO • Socio-technical Systems • Collateral Organization • Physical Setting & OB 	4, 5, 6	10	10
		Comprehensive Interventions <ul style="list-style-type: none"> • Survey Research and Feedback • Learning Organizations • Re-engineering • System-4 Management • High Performing Systems • Grid-OD Program • Third wave Organizations OD • Appreciative Inquiry 			
		Road Ahead of OD <ul style="list-style-type: none"> • Power, Politics and Ethics in OD • Future Trends in OD 			

References:

Books:	
1.	Aquinas, P. G. (2008). <i>Organization Structure And Design</i> . Excel Books India.
2.	Donald, R. B., & Harvey, D. (2004). <i>An Experiential Approach To Organization Development</i> . Upper Saddle.
3.	French, W. L., & Bell, C. (1995). <i>Organization Development: Behavioral Science Interventions for Organization Improvement</i> . Pearson Educación.
4.	Singh, K. (2009). <i>Organization Change and Development</i> . Excel Books India.
5.	Srivastava, P. D. B. (2007). <i>Organization Design & Development: Concepts & Applications</i> .
Newspapers / Magazines / Journals:	
1.	Harvard Business Review
2.	Journal Of Applied Behavioural Science
3.	Journal Of Change Management
4.	Journal Of Organizational Change Management