Course Contents

Course Name: Organisational Change and Development

Course Code-MS 303

Course Objective: In the fast changing world of business the organizations have to be ready for the changes and should facilitate in adopting these changes. This course aims to give a broad theoretical and practical understanding of key concepts and issues in managing organisational changes.

Block I Organisational Change

Unit I An Overview of Organisational Change

Unit II Models of Change Management

Unit III Change and its Impact

Unit IV Diagnosis and Resistance to Change

Unit V Implementing Change

Unit VI Strategies and Skills for Communicating Change

Unit VII Consolidating Change

Block II Organisational Development

Unit VIII Introduction to Organizational Development

Unit IX Process of Organizational Development

Unit X Diagnostic Strategies and Skills

Unit XI Power, Politics and Ethics in OD

Unit XII Evaluating change and future of Organizational Development

Unit XIII OD Change Agents

Block III Organisation Development Interventions

Unit XIV Types and Process of OD Interventions

Unit XV Team Interventions

Unit XVI Structural and Miscellaneous OD Interventions

Unit XVII IT and OD

Unit XVIII TQM and OD

Unit XIX Organisational Creativity

Unit XX OD in International Context

Block IV Perspectives of Organisation Development

Unit XXI Learning Organisation

Unit XXII Knowledge Management and OD

Unit XXIII Organisational Design and Work Culture

Unit XXIV Organisational Restructuring

Suggested Readings:

1. Gareth R.Jones, 'Organisational Theory', Design & Change, Pearson Education, 2004.
2. Madhukar Shukla, 'Understanding Organisations' – 'Organisational Theory & Practice in India', Prentice Hall of India, 2005
3. Adrian ThornHill, Phil Lewis, Mike Millmore and Mark Saunders, 'Managing Change: A Human Resource Strategy Approach', Wiley, 2005.
4. Robbins Organisation Theory; 'Structure Design & Applications', Prentice Hall of India, 2005.
5. Robert A Paton, James Mc Calman, 'Change Management; A guide to effective implementation', Response books, 2005.

Index

Unit Number	Title	Page Number
Block I Organisational Change		
1.	**Unit I An Overview of Organisational Change**	**1-19**
2.	**Unit II Models of Change Management**	**20-40**
3.	**Unit III Change and its Impact**	**41-60**
4.	**Unit IV Diagnosis and Resistance to Change**	**61-75**
5.	**Unit V Implementing Change**	**76-95**
6.	**Unit VI Strategies and Skills for Communicating Change**	**96-112**
7.	**Unit VII Consolidating Change**	**113-128**
Block II Organisational Development		
8.	**Unit VIII Introduction to Organizational Development**	**129-143**
9.	**Unit IX Process of Organizational Development**	**144-150**
10.	**Unit X Diagnostic Strategies and Skills**	**151-158**
11.	**Unit XI Power, Politics and Ethics in OD**	**159-171**
12.	**Unit XII Evaluating change and future of Organizational Development**	**172-189**
13.	**Unit XIII OD Change Agents**	**190-205**
Block III Organisation Development Interventions		
14.	**Unit XIV Types and Process of OD Interventions**	**206-225**
15.	**Unit XV Team Interventions**	**226-249**
16.	**Unit XVI Structural and Miscellaneous OD Interventions**	**250-276**
17.	**Unit XVII IT and OD**	**277-297**
18.	**Unit XVIII TQM and OD**	**298-320**

19.	**Unit XIX Organisational Creativity**	**321-337**
20.	**Unit XX OD in International Context**	**338-355**
Block IV Perspectives of Organisation Development		
21.	**Unit XXI Learning Organisation**	**356-368**
22.	**Unit XXII Knowledge Management and OD**	**369-400**
23.	**Unit XXIII Organisational Design and Work Culture**	**401-426**
24.	**Unit XXIV Organisational Restructuring**	**427-445**