

MBG5 042**Organizational Change and Intervention Strategies**

Course Code	MBG5 042	Semester	III
Course Title	Organizational Change and Intervention Strategies		
Credits	3	Type	Elective

This is a conflict resolving, participatory and skill development-based course that aims to impart change management and implementation skills to the students.

Course Description

The course will impart competency in managing change in the organization through various organization development intervention strategies to become a leader of change in the organization.

Course Outcome

By the end of the course, students are expected to be able to gain the following learning outcomes.

1. Knowledge gained:
 - Understanding about the nature of change in organizations and necessity for change
 - Concept of strategic change management
 - Change cycle, process and factors that affect change in organizations and to manage the strategic change in organization.
 - Models on Organizational Development, structure and change.
2. Skills gained:
 - Analyse the change resistance in organizations and identify the possible ways to implement change in organizations for transformations.
3. Competency gained:
 - Coordinate and communicate with the team to bring about change.
 - Planning with the management team and leading the organization to transformation.

Course Structure

The following is a detailed syllabus.

Module I: Nature of Change - Necessity for Change; creating readiness for Organizational Change, A readiness Model, Interpersonal & Social Dynamics, and Change Agent attributes.

Module II: Planning for Change - Integrated Strategic change model; Managing Strategic Change; Transformational Change & its characteristics; Continuous Learning & change, Cultural & climatic factors affected by change; Global perspectives related to change

Module III: Change Process - Change Cycle; change process; leadership patterns & Transformational strategies; Cultural & Climatic factors affect Change; Sustainable change Process.

Module IV: Change Implementation - Resistance to change; Strategies to overcome the resistance; Strategies to face the resistance to change; Business Process Re-engineering (BPR), Leader as a change agent in organizations

Module V: Organizational Development -Introduction; Evolution and nature of OD; Foundations of OD, The Process of OD, Major OD Interventions & strategies and their expected outcome; Special applications of OD & future directions in OD

Testing & Evaluation (if any)

- Assignments
- Case analysis/ Problems
- Seminar/Project
- Discussions/ Group activity
- Internal Assessment

References:

1. Wendell L. French, Cecil H. Bell, Jr., Robert A. Zawacki; (2012);Organization Development & Transformation – Managing Effective Change;4th Edition; Tata McGraw –Hill Publishing Company Ltd, New Delhi.
2. Cummings & Worley: (2011); Organization Development & Change; 7th Edition; Thomson; South Western Publication.
3. Donald Anderson (2012), Cases and exercises in organizational change and development, Sage.
4. William Ruthwell (2015), Organisational development changes, ATD Press.
5. https://onlinecourses.nptel.ac.in/noc20_mg56/preview
6. <https://www.classcentral.com/course/swayam-organization-development-and-change-in-21st-century-19963>