Course Type	Course Code	Name of the Course	L	T	P	Credits
DE	NMSD514	**Organizational Development and Change**	3	0	0	3

Course Objective
To provide an overview of development and change process in the organization and answer why effective change management is important, to organizations and to individuals.
Learning Outcomes
• To learn about the need of change and development in organizations • To understand the role of leaders in organizational development and change process • To learn to manage conflict and the importance of negotiation in organizations • To understand the factors triggering change and strategies adopted by organizations to manage them

Unit No.	Topics to be Covered	Lecture Hours	Learning Outcome
1.	Overview of Organizational Development and Change, The nature of planned change- Lewin's Change Model, Action Research Model	4	• An overview of Organizational Development (OD), its history, covering the early and the modern developments of the concept of OD and change. • The values, assumptions and beliefs in OD and change.
2.	The organization development practitioner: The role of leaders in organizational development and change	6	• To understand leadership as the fulcrum for any significant change in human behaviour at the individual, team, or organizational level.
3.	The process of organizational development: Entering and contracting, diagnosing organizations, collecting and analyzing information, designing interventions	8	• To understand the initial steps in the OD process • To learn what issues will be addressed, who will carry them out, and how they will be accomplished.
4.	Leading and Managing Change: Positive psychology and appreciative inquiry, Participation and organizational commitment during change, Individual readiness for organizational change, Change management and resistance to change.	8	• To understand the nature and process of change in organizations • To learn about the individuals going through the change process- readiness, commitment, etc.
5.	Technostructural interventions: Restructuring organizations, employee involvement, and work designs	8	• To understand how the way in which work is defined and designed affects employee behavior.
6.	Power and Conflicts in Organization: Power and influence organizational politics and political skills, Coordinating failure and conflict, Conflict management.	8	• Appreciate the importance of power and politics in organizations • To understand the difference between functional and dysfunctional conflict • To explain the conditions in which conflict is resolved and stimulated.
	Total	42	

Text Books:

1. Cummings, T. G., & Worley, C. G. (2016). *Organization Development & Change*. Cengage Learning.

2. Buchanan, D. A., & Huczynski, A. (2019). *Organizational Behaviour*. Pearson UK.

Reference Books:

1. Passmore, J., Peterson, D. B., Freire, T., Leonard, H. S., Lewis, R., & Freedman, A. M. (2013). *The Wiley-Blackwell Handbook of the Psychology of Leadership of Change, and Organizational Development*. John Wiley & Sons, Ltd.