

Course Code	MB18HR11	Course Name	ORGANIZATIONAL CHANGE AND DEVELOPMENT	Course Category		Elective course	L	T	P	C
							2	0	2	3

Pre-requisite Courses	NA	Co-requisite Courses	NA	Progressive Courses	NA
Course Offering Department	MBA	Data Book / Codes/Standards			

Course Learning Rationale (CLR): *The purpose of learning this course is to:* Learning Program Learning Outcomes (PLO)

CLR-1 : To understand the Change management at organization level	1	2	3	1	2	3	4	5	6	7	8	9	10	11	12
CLR-2 : To analyze the transition process of Organizational Development	Level of Thinking (Bloom)	Expected Proficiency (%)	Expected Attainment (%)	Effective communication skills	Initiate critical thinking	Resources analysis for organizations	Familiarize organizations and its stakeholders	Integrate functional knowledge with strategic skills	Comprehend effectively in globalized environment	Practice business ethics with integrity	Enhance careers and commitment	Instigate entrepreneurial drive	Application of multidisciplinary knowledge comprising of finance, operations, system, marketing and human resources management to integrate business projects	Usage of business metrics to evaluate business projects to develop growth strategies	PSO - 2 PSO - 3 PSO - 3
CLR-3 : To appreciate the importance of OD intervention process															
CLR-4 : To practice the usage of tools and techniques required for OD															
CLR-5 : To analyze the implementation of OD intervention in Organization															
CLR 6: To assess the Change Management process Required for Organizations															
Course Learning Outcomes (CLO):															
CLO-1 : Understand the fundamentals of Change Management	2	60	50	H	M	H	M	L	M	M	M	L	M	H	L
CLO-2 : Plan for the Organizational Development Process	2	80	70	L	H	L	L	M	M	M	L	L	M	H	H
CLO-3 : Decide on the Choice of Tools required for OD	1	80	75	M	H	L	L	M	M	L	L	L	M	H	M
CLO-4 : To carry out the Intervention Process in Organization	2	80	70	M	H	M	L	M	M	L	L	L	M	H	H
CLO-5 : Analyze the outcome of Organizational Development and implement corrective actions wherever required	3	90	80	M	H	H	L	M	M	L	L	L	M	H	L
Overall To design OD process for Organization	3	90	80	H	L	H	M	H	M	H	M	L	H	M	H

Duration (hour)	6	6	6	6	6	
S-1	SLO-1	Nature of change, forces of change	Organizational Development	Designing Intervention Process	Technology & OD	Evaluation of OD
	SLO-2	organizational routines and mental models, content of change	Fundamental Concepts	Significance of ODI	Impact of technology	Issues in Evaluation
S-2	SLO-1	Types and styles of change	Evolution of Organizational Development	Characteristics of ODI	Benefits of Technology In OD	Types of Evaluation
	SLO-2	building capability for change	Importance	Need for ODI	Guidelines for Integrating Technology in OD	Methods for Evaluating OD

S-3	SLO-1	Providing leadership to change	Objectives of OD	OCTAPACE MODEL	Tools for OD	Future of OD
	SLO-2	types of change, cultural change	Benefits of OD	Organizational Climate	Issues in implementing OD	Organizational development
S-4	SLO-1	Dynamics of planned change	Relevance of OD	Conceptual Framework of ODI	Issues related to Client Relationship	Globalization
	SLO-2	models of planned change	OD in present scenario	Challenges in ODI	Power and Organizational Development	Emerging Trends in OD
S-5	SLO-1	Theories of planned change	Characteristics of OD	Managing OD process	Politics and Organizational Development	Domain Specific OD
	SLO-2	Criticism	<i>Challenges of OD</i>	Action plan	<i>Planning of OD</i>	OD for new organizational setup
S-6	SLO-1	Triggers for change	OD Process	Classification of ODI	Choice of OD tools	OD for Startup organization
	SLO-2	Types of Triggers	Process characterization	Team Building	OD tool criteria analysis	OD procedure innovations
S7	SLO-1	Implementing change	Competencies of OD Professional	Power and Politics	OD simulations	Implementation Analysis for OD
S7	SLO-2	Strategies	Innovation in OD	Client Consultant relationship	Barriers to OD	Corrective Measures
S8	SLO-1	Case Study – 1	Case Study – 1	Case Study – 1	Case Study – 1	Case Study – 1
S8	SLO-2					
S9	SLO-1	Case study 2	Case study 2	Case study 2	Case study 2	Case study 2
S9	SLO-2					

<b>Learning Resources</b>	1. <i>Organizational Theory, Design, and Change: Global Edition [Print Replica] Kindle Edition by Gareth R Jones</i>	3. <i>Organization Development: The Process of Leading Organizational Change Book by Donald L. Anderson</i>
	2. <i>Organization development and change – Book by Edgar F Huse</i>	

		Learning Assessment											
Bloom's Level of Thinking		Continuous Learning Assessment (50% weightage)										Final Examination (50% weightage)	
		CLA -1 (5marks)		CLA -2 (5marks)		CLA-3 (10marks)		CLA -4 (15marks)		CLA -5(15marks)		Marks -100 which will be weighted at 50%	
		Theory	Practice	Theory	Practice	Theory	Practice	Theory	Practice	Theory	Practice	Theory	Practice
Level 1	Remember Understand	20	10	25	5	20	10	30	0	25	5	30	0
Level 2	Apply Analyze	30	10	35	5	30	10	40	0	35	5	40	0
Level 3	Evaluate Create	20	10	25	5	20	10	30	0	25	5	30	0
Total		100 %		100 %		100 %		100 %		100%		100 %	

# CLA – 4 can be from any combination of these: Assignments, Seminars, Tech Talks, Mini-Projects, Case-Studies, Self-Study, MOOCs, Certifications, Conf. Paper etc.,

Course Designers		
Experts from Industry	Experts from Higher Technical Institutions	Internal Experts
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